### THE NAVAJO NATION

# OFFICE OF THE PRESIDENT AND VICE PRESIDENT



Executive Branch Second Quarterly Report

Fiscal Year 2023-2024

Presented to the 25th Navajo Nation Council, Spring Regular Session

Window Rock, Navajo Nation (Arizona)

# Navajo Nation Executive Branch

# Office of the President and Vice President

President Buu Nygren

Vice President Richelle Montoya

Second Quarterly Report to the

25<sup>th</sup> Navajo Nation Council

Second Quarter, Fiscal Year 2023-2024

April 17, 2023

Window Rock, Navajo Nation (Arizona)

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# Introduction

The Navajo Nation Executive Branch is currently comprised of 18 administrative divisions that are overseen by the Office of the President. The subgroups are organized as offices, departments, divisions, agency and fixed costs budget group and are enumerated in Table 1.

Table 1. Executive Branch subgroups overseen by the Office of the President and Vice President. (Navajo Nation. Off. of Man. and Budget. Status Report on Plans of Operation (FY 2023 – 1st Quarter). OMB, 2023)

Name	Programs*	Plans of Operation
Executive Offices	23	22
Department of Justice	3	3
Office of Management & Budget	1	1
Office of the Navajo Nation Tax Comm.	1	1
Office of the Controller	8	7
Division of Community Development	4	4
Department of Diné Education	27	27
Division of Economic Development	13	13
Environmental Protection Agency	18	18
Division of General Services	14	14
Division of Health	18	18
Division of Human Resources	14	14
Division of Natural Resources	31	30
Division of Public Safety	20	20
Division of Social Services	6	6
Fixed Cost	19	16
Navajo Gaming Regulatory Office	1	1
Division of Transportation	9	9
TOTAL	230	224

This report is organized by each of the subgroups in the Executive Branch and includes narrative information regarding program performance from the second quarter of this fiscal year between January 1, 2023, and March 31, 2023.

Approved fiscal year 2023 executive branch budget performance detail is included for discussion in this report under their respective divisions. Additionally, following each program title are the descriptions of or from the enabling resolution(s) and statute(s).

\*Note: Exact program numbers may vary as division administrations continue standing-up or implementing recent changes to plans of operation, ie. the Division of Economic Development's approved License and Registration Department and Intellectual Property Department (RDCO-055-19). Such programs may not have approved budgets in the FY2023 comprehensive budget and may be excluded.

# Executive Branch Budget Status Summary

Table 1. Navajo Nation Executive Branch budget status summary for quarter ending March 31, 2023. (General Accounting, Office of the Controller)

Object Account	Original Budget	Revised Budget	Actual Expenses	Encumbrance s	Budget Available	% Available
2001 Personnel Expenses	\$96,221,991	101,760,303	31,889,545	-	69,870,758	68.66%
3000 Travel Expenses	10,877,873	10,292,943	3,681,364	25,644	6,585,934	63.98
3500 Meeting Expenses	588,897	779,992	136,291	536	643,165	82.46
4000 Supplies	7,280,829	9,337,721	1,943,630	896,507	6,497,585	69.58
5000 Lease & Rental	873,356	1,482,888	368,801	308,547	805,541	54.32
5500 Communicatio ns & Utilities	1,730,424	1,873,819	528,342	35,339	1,310,138	69.92
6000 Repairs & Maintenance	3,571,434	4,824,091	658,408	570,397	3,595,285	74.53
6500 Contractual Services	6,001,692	9,080,364	1,344,557	3,235,059	4,500,748	49.57
7000 Special Transactions	2,731,059	4,431,827	1,539,506	357,467	2,534,855	57.2
8000 Assistance	44,212,838	53,419,658	35,163,405	5,595,392	12,660,860	23.7
9000 Capital Outlay	3,755,747	4,728,839	1,308,958	1,281,066	2,138,816	45.23
9300 Other Income and Expense			-		-	
9500 Matching & Indirect Cost	-	-	-	-	-	
Total	177,846,140	202,012,445	78,562,805	12,305,955	\$111,143,685	55.02%

# **Executive Offices**

The Navajo Nation Executive Branch is overseen administratively by the Office of the President and Vice President. The Executive Offices subgroup is comprised of 23 programs, including the OPVP, and are outlined in Table 2.

Table 2. Executive Offices programs.

Program	Enabling Resolution/Statute
Office of the President & Vice President	CD-68-89 and 2 NNC § 1002
Navajo Nation Washington Office	GSCJY-14-08
Navajo-Hopi Land Commission Office	GSCF-10-91
Office of Hearings and Appeals	GSCAP-19-95
Office of Miss Navajo Nation	GSCJA-03-00
Navajo Telecommunications Regulatory Commission	CAP-17-03 and CO-51-13
Executive Protection Services Program	GSCO-83-95
Office of the First Lady	GSCD-54-07
Department of Navajo Veterans Affairs	HEHSCN-16-20
Navajo Nation Youth Advisory Council	
Diné Uranium Remediation Advisory Commission	CJY-14-17
Veterans Assistance Fort Defiance	CJY-46-98
Veterans Assistance Western	CJY-46-98
Veterans Assistance Eastern	CJY-46-98
Veterans Assistance Shiprock	CJY-46-98
Veterans Assistance Chinle	CJY-46-98
Office of the Navajo Public Defender	CAP-34-93
Veterans Affairs Trust Funds Fort Defiance	CJY-46-98
Veterans Affairs Trust Funds Western	CJY-46-98
Veterans Affairs Trust Funds Eastern	CJY-46-98
Veterans Affairs Trust Funds Shiprock	CJY-46-98

Veterans Affairs Trust Funds Chinle	CJY-46-98
Veterans Trust Homes Administration	CJY-46-98
Fiscal Recovery Fund Office	

### Office of the President and Vice President

The President of the Navajo Nation shall serve as the Chief Executive Officer of the Executive Branch of the Navajo Nation government with full authority to conduct, supervise and coordinate personnel and programs of the Navajo Nation. The President shall have fiduciary responsibility for the proper and efficient operation of all Executive Branch Offices. (B) Represent the Navajo Nation in relations with governmental and private agencies and create favorable public opinion and goodwill toward the Navajo Nation. The President shall have enumerated power as stated in Navajo Nation Title 2, Subsection 1005. Enumerated Powers: Veto as necessary legislation passed by the Navajo Nation Council. Speak and act for the Navajo Nation on any and all matters relating to the Navajo-Hopi land dispute, subject to applicable laws.

Table 1. Office of the President and Vice President Performance-Based Budget approved criteria for fiscal year 2023-2024.

Goal Statement	Program Performance Measure/Objective
Support infrastructure development within the Executive Branch.	Review plans for Executive Programs to restructure and incorporate technological advancements and regional service area support into their Plan of Operation.
Promote healthy living within the Navajo Nation through Executive Branch direct service programs.	Research, restructure and improve behavioral/mental health programs and wellness outreach initiatives on the Navajo Nation.
Implement government accountability strategies to ensure program compliance to federal contracts/grants.	Review external funded program accountability and compliance with U.S. Federal Officials.
Support Diné sovereignty and economic development through leadership consultants with U.S. Federal Officials.	Provide testimony to enhance government to government relations with federal partners and state governments.
Implement intergenerational teachings back into educational programs on the Navajo Nation.	Advocate for increase Diné Language and Diné Way of Life teachings through education and social services programs.

# Navajo Nation Washington Office

A. Exist as an extension of the Navajo Nation government in Washington, D.C., representing the Navajo Nation government's concerns to the US Congress and federal Agencies. B. Enhance the

success of the Navajo Nation government's goals and objectives by strengthening the control and influence of the Navajo Nation over the activities of the federal government. C. Maintain a Navajo presence in Wash., D.C., that would emphasize the government-to-government relationship thereby improving the capacity of the Navajo People to govern and represent themselves. D Provide for the Navajo Nation government easy and rapid access to Congress, the Administration, and federal Agencies. E. Monitor & analyze all Congressional legislation & activities of committees and subcommittees that affect the NN, as well as all federal administration activities, specifically those that administer Indian programs. F. Distribute to the Navajo Nation government information concerning congressional & administrative activities that affect the welfare of the Navajo Nation and to provide advice regarding alternatives that exist in developing strategies & decisions concerning Navajo programs, policies, budgets, and any other areas of concern to the NN.G. Assist in the preparation of legislative proposals and testimony before Congress. H. Provide assistance to Navajo Nation government entities testifying before Congress or conducting Navajo Nation government business in Washington, D.C.

Table 1. Navajo Nation Washington Office Performance-Based Budget approved criteria for fiscal year 2023-2024.

Goal Statement	Program Performance Measure/Objective
Publish and distribute legislative news, alerts and other press releases.	Publish and distribute (4) reports per quarter on Congressional/Federal agencies.
Coordinate work session meetings between NN Government officials and federal agency representatives.	Coordinate and conduct (10) work session meetings per quarter.
Monitor congressional activities for the Navajo Nation	Attend (4) congressional hearings per quarter.
Facilitate the Navajo Nation's participation in the legislative/appropriation process.	Analyze legislation/appropriations and prepare testimony/briefings (4) per quarter.
Publish weekly federal notices regarding grants and regulations.	Provide (5) federal notice listings per quarter to the Navajo Nation Government.

### Major Accomplishments

1. Transitioned into new administration. In January of 2023 a new executive director was appointed to lead NNWO in the Nygren Administration. Despite there being some continuity of experience in the office, there were several administrative steps to formally switch control of the office. To ensure a smooth transition, Director Ahasteen stayed in Window Rock for two weeks after the inauguration to ensure all administrative issues were cleared before returning to DC to assume control of the office.

2. Prevented reversion of funds received from the U.S. Department of Labor Workforce Innovation and Opportunity Act Grant. In December of 2022, the U.S. Department of Labor ("DOL") reached out to the Navajo Nation Washington Office with concerns of unspent dollars from Program Year ("PY") 2019, 2020, and 2021. The primary concerns were with PY19 and PY20 funding as it was scheduled to be reverted in March of 2023. NNWO brought this to the attention of the new administration and the Navajo Nation Department of Workforce Development. Immediate action was taken and NNWO facilitated an open dialogue with Navajo Nation Office of the Controller, Navajo Nation Office of Management and Budget, and the Navajo Nation Department of Personnel Management to understand some of the challenges in program development and the drawdown of funding.

From there, the Navajo Nation Department of Workforce Development developed a Corrective Action Plan ("CAP") and requested for an extension to utilize the PY19 and PY20 and submitted it to the U.S. Department of Labor on February 23, 2023. On Wednesday March 29, 2023, the Navajo Nation Washington Office followed up with the Federal Project Officer assigned to the Navajo Nation's WIOA funding and was notified that the CAP was approved and that DOL was in the processes of implementing the plan into the PY22 grant.

Workforce services for eligible adults are available through one of the six core programs authorized by WIOA. The Adult program serves individuals and helps employers meet their workforce needs. It enables workers to obtain good jobs by providing them with job search assistance and training opportunities. WIOA establishes a priority requirement with respect to funds allocated to a local area for adult employment and training activities. American Job Center staff, when using WIOA Adult funds to provide individualized career services and training services, must give priority to recipients of public assistance, other low-income individuals, and individuals who lack basic skills.

Under WIOA, priority must be implemented regardless of the amount of funds available to provide services in the local area. In addition, veterans receive priority of service in all DOL-funded. employment programs. Through the open dialogue, part of the grant modification that the Navajo Department of Workforce Development submitted was to create changes to allow Navajo members off reservation to be eligible to receive services and also included assistance to students pursuing a degree program.

Below is a summary of expenditures through December 31, 2022. A couple of things to note:

a. The quarter for 3/31 has ended and 9130 financial reports are due on or before May 15th. There will be more expenditures to add when these reports are certified next month.

b. Grant no. AB33787 period of performance has ended, this grant will not go into closeout. Additionally, the program will be moving expenditures from PY2020 and PY2021 back to PY2019 for closeout purposes. This means that the Navajo WIOA program will have \$40,379,206 in available funding (see below table). To add, DINAP recently released the PY2023 allocation TEGL No. 13-22, Navajo will get an additional \$6,668,240 in CSP funding and \$3,144,827 in SYS funding in July 2023.

Grant Number AB-33787-19-60-A-4

Document Number	Funds Authorized	Expenditures 12/31	Remaining	Percent Remaining
AB33787L71	\$265,316.00	\$0.00	\$265,316.00	100.0%
AB33787L91	\$217,744.00	\$0.00	\$217,744.00	100.0%
AB33787LN1	\$817,587.00	\$0.00	\$817,587.00	100.0%
AB33787M11	\$1,232,505.00	\$399,947.05	\$832,557.95	67.6%
AB33787M20	\$3,002,229.00	\$2,329,568.85	\$672,660.15	22.4%
AB33787M40	\$6,010,988.00	\$4,418,369.68	\$1,592,618.32	26.5%
AB33787R70	\$1,382,132.00	\$184,454.22	\$1,197,677.78	86.7%
AB33787R90	\$988,148.00	\$0.00	\$988,148.00	100.0%
PY 2019 Total	\$13,916,649.00	\$7,332,339.80	\$6,584,309.20	47.3%

#### Grant Number AB-34916-20-60-A-4

<b>Document Number</b>	Funds Authorized	Expenditures 12/31	Remaining	Percent Remaining
AB34916KP1	\$352,288.00	\$0.00	\$352,288.00	100.0%
AB34916KQ1	\$216,507.00	\$0.00	\$216,507.00	100.0%
AB34916KR1	\$2,510,542.00	\$0.00	\$2,510,542.00	100.0%
AB34916KS0	\$1,730,373.00	\$0.00	\$1,730,373.00	100.0%
AB34916KT0	\$927,245.00	\$0.00	\$927,245.00	100.0%
AB34916W10	\$3,042,608.00	\$1,892,107.94	\$1,150,500.06	37.8%
AB34916W30	\$4,066,245.00	\$1,470,321.54	\$2,595,923.46	63.8%
PY 2020 Total	\$12,845,808.00	\$3,362,429.48	\$9,483,378.52	73.8%

### Grant Number AB-36689-21-60-A-4

<b>Document Number</b>	Funds Authorized	Expenditures 12/31	Remaining	Percent Remaining
AB36689E30	\$3,062,220.00	\$17,610.22	\$3,044,609.78	99.4%
AB36689E50	\$6,205,922.00	\$19,640.52	\$6,186,281.48	99.7%
AB36689KU1	\$305,522.00	\$0.00	\$305,522.00	100.0%

AB36689LI0 PY 2021 Total	\$781,314.00 <b>\$13,982,371.00</b>		\$781,314.00 <b>\$13,945,120.26</b>	100.0% <b>99.7</b> %
ADOCCOOL IO	¢701 014 00	¢0.00	¢701 014 00	100.00/
AB36689LH0	\$1,405,873.00	\$0.00	\$1,405,873.00	100.0%
AB36689KW1	\$2,029,419.00	\$0.00	\$2,029,419.00	100.0%
AB36689KV1	\$192,101.00	\$0.00	\$192,101.00	100.0%

Grant Number AB-38806-22-60-A-4

Document Number	Funds Authorized	Expenditures 12/31	Remaining	Percent Remaining
AB38806OL1	\$3,095,717.00	\$0.00	\$3,095,717.00	100.00%
AB38806ON1	\$6,333,322.00	\$0.00	\$6,333,322.00	100.00%
*State Youth Transfer	\$1,764,178.00	\$0.00	\$1,764,178.00	100.00%
*State Adult Transfer	\$274,356.00	\$0.00	\$274,356.00	100.00%
*State DW Transfer	\$184,485.00	\$0.00	\$184,485.00	100.00%
*State (Advance) Transfer	\$1,196,734.00	\$0.00	\$1,196,734.00	100.00%
*State (DW Advanced) Transfer	\$702,235.00	\$0.00	\$702,235.00	100.00%
PY 2022 Total	\$13,551,027.00	\$0.00	\$13,551,027.00	100.00%

 Hosted and facilitated Secretary Haaland visit at Many Farms High School for Road to Healing Tour to support boarding school survivors.

In response to recommendations made as part of the Federal Indian Boarding School Initiative, Secretary Haaland launched a "Road to Healing" tour aimed at allowing American Indian, Alaska Native, and Native Hawaiian survivors of the federal Indian boarding school systems to share their stories, connect them with trauma-informed support, and facilitate the collection of a permanent oral history. From 1819 to 1969, the federal Indian boarding school system consisted of 408 federal schools in 37 states or territories, including 21 schools in Alaska and 7 schools in Hawaii. The investigation uncovered marked or unmarked burial sites in approximately 53 schools. The Department expects the number of identified burial sites to increase as the investigation continues.

In January of 2023, Secretary Haaland made her way to Arizona where the Navajo Nation Washington Office facilitated her visit to the Many Farms High School to allow Navajo survivors of boarding schools to share their stories. NNWO was able to garner sponsorship for Navajo Gaming to cover meals for the general public as well as made preparations for President Nygren and Speaker Otto Tso of the 24th Navajo Nation Council, to meet with Secretary Haaland.

4. President Nygren testified to House Appropriations Subcommittee on Interior, Environment, and Other Related Agencies.

- NNWO contacted the House Appropriations Subcommittee on Interior, Environment, and Other Related Agencies when it was announced that there would be a special hearing to invite tribal leaders to testify on their needs. We secured an opportunity for President Nygren to testify, and worked with Holland & Knight, Hobbs Strauss, and various Navajo divisions.
- 5. Hosted and educated Congressman Crane's Office on the needs of the Navajo Nation. NNWO invited Congressman Crane's staff to join our office for a working lunch in which we discussed the top priorities for the Nation including Public Safety, the Emergency Rental Assistance, Housing, RECA, ONHIR, Gravel Pits/Transportation, and general opportunities where Crane's office may be able to collaborate with the Nation.

#### Challenges

- 1. Issues with Office of the Controller, Department of Personnel Management, and other Fiscal Systems.
  - NNWO strives to comply with statutes and policies that, given our distance from Window Rock, can be difficult to implement. Whether it's circulating an offboarding PAF, getting a purchasing document approved, or receiving candidate referrals for job openings, we are frequently hampered by a lack of responsiveness from our Window Rock counterparts or by the inability to physically transport time-sensitive documents from office to office. The inability to automate our payroll, purchasing, and hiring processes causes reporting issues, payroll errors, and delays. Time and money could be saved by automating fundamental functions such as payroll, travel, and purchasing so that electronic signatures can be used, and documents can be delivered virtually in real time. As we are unable to position vacancies until all administrative processes are complete, the onboarding and offboarding of staff members also have a significant impact on our operations. When a position is posted, DPM does not notify us of applicants who have applied; rather, they screen out applicants based on their perception of what constitutes a qualified candidate. This decision should be left to the Executive Director, and all applicants should be forwarded to the recruiting manager who posted the position. Due to lengthy delays and ambiguous communication, the process of acquiring service contracts, RDPs, and other accounting functions has a significant negative impact on the office.
- 2. Retention of staff.
  - To address many of the challenges raised in item one (1), NNWO hired an Administrative Service Officer to be located within Window Rock to process the documents and improve the communication of the needs of NNWO. The expectation was to have the ASO follow-up with departments consistently to streamline documents and get the necessary approvals faster than the previous timelines we have experienced. Our ASO was offered a position with OPVP and left with no transition plan. This further exacerbated the challenges NNWO has been

experiencing and has significantly impacted our operations as we were provided no time to prepare a transition to have the ASO position vacated and submitted to the Navajo Department of Personnel Management for advertisement.

NNWO is currently reviewing alternative methods to increase a Window Rock presence but to relocate the ASO position back to Washington DC with a higher salary classification to attract other candidates.

3. Receiving feedback and input from Departments in a timely manner.

When coordinating or facilitating responses for tribal consultations and other actionable items, it remains extremely difficult to assemble the relevant departmental stakeholders. We have requested that each department dispatch a representative if stakeholders are unable to attend meetings. When comments are drafted and transmitted for approval, we face obstacles regarding their inclusion or exclusion. We advise training in technical writing and answering specific questions posed by federal and state partners to the Nation. We would also recommend that each department begin disseminating data in a central repository that is easily accessible and frequently updated in order to support a number of Navajo's positions in our tribal consultations. Examples include crime rate statistics, social services statistics, crimes prosecuted identifying native and non-native cases, information regarding environmental justice, infrastructure numbers (including miles of paved roads vs unpaved roads, household with and without running water/electricity, etc.) and health statistics. NNWO requested that divisions develop White Papers outlining the priorities and challenges for their program, but has received little to no feedback. NNWO will also begin working with the Navajo Nation Council oversight committees to identify their priorities to address the needs of the Navajo Nation in order to continue our advocacy work.

## The Budget

#### Navajo Nation Washington Office - 103002 As of April 4, 2023

	B	udget	Ex	pended	E	ncumbered	Bal	lance
2110 Regular	\$	715,035.20	\$	244,382.44	\$	12	\$	470,652.76
2200 Salary Adjustment	\$	=	\$	-	\$	-	\$	
2310 Temporary	\$	15,910.00	\$	-	\$	(A.	\$	15,910.00
2710 Merit & Bonus Pay	\$	3,000.00	\$	_	\$	-	\$	3,000.00
2900 Fringe Benefits	\$	551,099.46	\$	71,518.29	\$	:=.	\$	479,581.17
Sub-Total: Personnel	\$	1,285,044.66	\$	315,900.73	\$	-	\$	969,143.93
3210 Vehicle Rental	\$	9,000.00	\$	2,140.97	\$	1/2	\$	6,859.03
3230 Personal Travel	\$	20,920.00	\$	21,619.30	\$	n <del></del>	\$	(699.30)
3310 Air	\$	15,700.00	\$	9,931.31	\$	-	\$	5,768.69
3380 Train	\$	8,048.00	\$	1,012.00	\$	-	\$	7,036.00
4120 Office Supplies	\$	3,000.00	\$	49.23	\$	2=	\$	2,950.77
4200 Non-Capital Assets	\$	66,278.07	\$	11,193.38	\$	42,629.58	\$	12,455.11
4410 Operating Supplies	\$	35,150.00	\$	32,733.54	\$	682.50	\$	1,733.96
5110 Building (Lease)	\$	478,463.46	\$	207,831.80	\$	167,995.04	\$	102,636.62
5350 Other Space Rental	\$	6,000.00	\$	2,090.00	\$	-	\$	3,910.00
5360 Equipment/Supplies	\$	10,046.00	\$	180.00	\$	-	\$	9,866.00
5520 Telephone	\$	4,500.00	\$	5,307.04	\$	24	\$	(807.04)
5570 Internet	\$	1,200.00	\$	1,698.96	\$	W-	\$	(498.96)
5610 Wireless	\$	6,200.00					\$	6,200.00
5710 Energy	\$	3,726.00	\$	=1	\$	-	\$	3,726.00
5750 Services (Water/Sewage)	\$	2,080.00	\$	-	\$		\$	2,080.00
6020 R&M Supplies	\$	10,000.00	\$	¥3	\$	74.	\$	10,000.00
6040 R&M Services	\$	70,830.89	\$	275.00	\$	35,495.89	\$	35,060.00
6200 External Contractors	\$	34,019.50	\$	3,150.00	\$	10,869.50	\$	20,000.00
6520 Consulting	\$	59,000.00	\$	22,812.50	\$	7,000.00	\$	29,187.50
6900 Other Contractual Services	\$	2,000.00	\$	¥.	\$		\$	2,000.00
7100 Programs	\$	35,792.00	\$	5,407.62	\$	3,000.00	\$	27,384.38
7410 Media	\$	1,000.00	\$	_	\$	7=	\$	1,000.00
7510 Training & Professional Due	s \$	5,900.00	\$	1,645.00	\$	-	\$	4,255.00
7700 Insurance & Benefits	\$	7,560.00	\$	2,830.53	\$	-	\$	4,729.47
9050 Captial Outlay-Building	\$	·	\$		\$	1 <del>5</del> 1	\$	-
Sub-total: Operating	\$	896,413.92	\$	331,908.18	\$	267,672.51	\$	296,833.23
GRAND TOTAL	\$ :	2,181,458.58	\$	647,808.91	\$	267,672.51	\$	1,265,977.16

Navajo Nation Washington Office, Business Unit 103002 Budget Status (As of April 4, 2023)

NNWO is currently running a deficit in our travel budget due to the increased support of our leadership to ensure they make their designated meetings. This includes increase Uber fares during visits from Navajo leaders. Additionally, NNWO continues to obtain late fee and charges increasing the amount owed to our telecommunications due to delayed processing of paperwork and delayed payments to our accounts from Window Rock. In order to continue providing

support to our Navajo leaders when they visit DC (transportation, group lunches/dinner, preparation of print material, etc.) NNWO will need additional funding and an increase to the operation P-Card.

# *Key Meetings*

Туре	With	Notes	Date
Meeting	DOI - Joaquin Gallegos	Road to Healing in Many Farms – Planning	January 4, 2023
Meeting	DOI - Joaquin Gallegos	Road to Healing in Many Farms – Planning	January 6, 2023
Briefing	White House	White House Tribal Briefing	January 9, 2023
Tribal Consultation	Dept. Of Education	Native American Language Resource Center	January 10, 2023
Meeting	DOI	Road to Healing update	January 11, 2023
Tribal Briefing	EPA and Dept of Army	Final Rule Tribal Briefing	January 12, 2023
Meeting	DOL – Jack Jackson Jr.	Workforce Development	January 18, 2023
Meeting	DOI - Joaquin Gallegos	Road to Healing update – Food and Beverage updates	January 19, 2023
Meeting	Sen. Lujan Staff	Updates on NGWSP	January 19, 2023
Meeting	DOI - Joaquin Gallegos	Road to Healing update – Stage set up, VIP room, parking etc.	January 20, 2023
Meeting	Sen. Lujan Staff	NGWSP Updates	January 23, 2023
Listening Session	BIE - Office of Indian Education	FY24 Comprehensive Center Grant Competition	January 24, 2023
Informational Webinar	EPA	Clean Water Act 404 for Tribes	January 25, 2023
Meeting	Rep. Crane staff	Preliminary meeting to set tone for President's visit	February 1, 2023
Meeting	Sen. Lujan Staff	Updates on NGWSP	February 1, 2023
Meeting	Congressman Jared Huffman	Tribal Issues Luncheon	February 2, 2023
Meeting	BIE - Tony Dearman	Updates on Bureau controlled schools	February 6, 2023
Meeting	DOL - Sec. Martin Walsh	Navajo Nation Workforce Capacity, Unions, WIOA Funding, Job Center	February 6, 2023
Meeting	IHS – Director Tso	SDS Project Backlog, GIMC, Health Infrastructure, Physican Housing, Vacant Positions	February 7, 2023

Meeting	Sen. Mike Lee	Meet and Greet with President Nygren – Energy Initiatives, Language Revitalization	February 7, 2023
Meeting	Sen. Kyrsten Sinema	Meet and Greet with President Nygren – Discussed Water Rights	February 7, 2023
Meeting	Sec. Pete Buttigieg	Meet and Greet with President Nygren – ROW Challenges, Dual Complaince, Federal Highway Agreement, Tribal Self- Governance Program	February 7, 2023
Meeting	Sen. Mark Kelly	Meet and Greet with President Nygren – Discussed NGWSP, Energy, and Quadrilateral Agreement	February 7, 2023
Meeting	CDC Tribal Advisory Committee	CDC Tribal Advisory Committee Bi-Annual Meeting	February 8, 2023
Meeting	National Endowment for the Humanities	Meet and Greet with President Nygren – Discussed funding opportunities for the Navajo Nation	February 8, 2023
Meeting	Rep. Gabe Vasquez	Meet and Greet with President Nygren – Discussed RECA, ROW Challenges, Abandoned Mines, & SURVIVE Act	February 8, 2023
Meeting	Rep. Leger Fernandez	Meet and Greet with President Nygren – Discussed RECA, ROW Challenges, Abandoned Mines, & NGWSP	February 8, 2023
Meeting	Rep. Eli Crane	Meet and Greet with President Nygren – Discussed RECA, ROW Challenges, Abandoned Mines, SURVIVE Act, & ONHIR,	February 8, 2023
Meeting	Sec. Haaland & Ass. Sec. Bryan Newland	President Nygren discussed three items: 1) Rights of Way, 2) Sand and Gravel Pits, and 3) Securing a Carbon Offset Letter.	February 8, 2023
Meeting	White House – PaaWee River & Julie Rodriguez	Covered several issues including infrastructure, uranium mine cleanup, and the IHS SDS List.	February 8, 2023
Meeting	ACF – Acting Commissioner MacDonald Lone Tree	Discussed funding opportunities for the Navajo Nation	February 8, 2023
Meeting	U.S. Treasury – Treasurer Chief Lynn Malerba	ERA1 Extension, ARPA Funding allocations, ROW Challenges, NEPA Assessments	February 9, 2023
Meeting	Senator Ben Ray Lujan	Meeting with President Nygren to discuss IHS SDS Projects, NGWSP, RECA, Chaco Canyon	February 9, 2023

Meeting	Senator Martin Heinrich	President Nygren meet and greet. Discussed Shiprock bridge.	February 9, 2023
Meeting	Brigadier General Terrence Adams	Discussed Shiprock bridge.  Discussed military policy to be more accommodating to Native Americans.	February 9, 2023
Tribal Work Session	National Tribal Work Session	FY25	February 14, 2023
Meeting	Sen. Mark Kelly Staff	Forward Funding	February 16, 2023
Meeting	Sen. Kelly staff	Forward Funding	February 22, 2023
Meeting	Sen. Lujan Staff	Updates on NGWSP	February 24, 2023
Tribal Consultation	DOI	Development of Indigenous Knowledge	February 27, 2023
Meeting	Sen. Kelly staff	ROW with BIA and BLM	March 1, 2023
Meeting	Rep. Leger Fernandez staff	ROW with BIA and BLM	March 1, 2023
Meeting	Sen. Sinema Staff	ROW with BIA and BLM	March 1, 2023
Meeting	Rep. Crane staff	ROW with BIA and BLM	March 1, 2023
Meeting	Sen. Heinrich Staff	ROW with BIA and BLM	March 1, 2023
Meeting	Milo Booth, USDOT and legal counsel	Review Federal Highway Agreement langauge	March 2, 2023
Meeting	US Army Corps of Engineers	Discuss MOU signing for President Nygren and Brigadier General Gant in Window Rock	March 3, 2023
Meeting	Senator Murkowski's Staff	ERA 1 Extension and Support	March 3, 2023
Meeting	BIA Director Gregory Mehojah	Establish meeting cadence and discuss several immediate issues including roads, public safety and feral horses	March 6, 2023
Tribal Caucus	ACF TAC	Tribal Caucus Agenda Planning March 6, 2023 Session	
Meeting	US Army Corps of Engineers	Tribal Listening Session in ABQ	March 7, 2023
Meeting	White House – Daron Carriero and PaaWee Rivera	Challenges with Special Diabetes Project Initiative grant funding	March 8, 2023
Meeting	Sen. Lujan staff	ERA 1 Extension, NAHASDA reauthorization, update 184 procedure and Veterans Housing Policy	
Meeting	Rep. Curtis staff	ERA 1 Extension, NAHASDA reauthorization, update 184 procedure and Veterans Housing Policy	March 8, 2023
Meeting	Rep. Leger Fernandez staff	ERA 1 Extension, NAHASDA reauthorization, update 184 procedure and Veterans Housing Policy	

Meeting	Sen. Kelly staff	Kelly staff  ERA 1 Extension, NAHASDA reauthorization, update 184 procedure and Veterans Housing Policy	
Meeting	Sen. Sinema Staff	ERA 1 Extension, NAHASDA reauthorization, update 184 procedure and Veterans Housing Policy	March 8, 2023
Meeting	Rep. Crane staff	ERA 1 Extension, NAHASDA reauthorization, update 184 procedure and Veterans Housing Policy	March 8, 2023
Meeting	Rep. Peltola staff	ERA 1 Extension, NAHASDA reauthorization, update 184 procedure and Veterans Housing Policy	March 8, 2023
Meeting	US DOE, USDOT, White House Tribal Affairs	Discuss MOU between Navajo Nation and US DOE	March 9, 2023
Meeting	Rep. Grijalva staff	Proposed establishment of a national monument north of Grand Canyon and uranium mining withdrawal	March 9, 2023
Meeting	US Army Corps of Engineers	Issues regarding Increased flooding and mud	March 14, 2023
Meeting	Sen. Sinema	Grand Canyon Protection Act	March 14, 2023
Meeting	Sen. Lujan staff	Navajo Gallup Water Supply Amendments	March 14, 2023
Meeting	Rep. Crane staff	Hosted Working Lunch – Review RECA, ONHIR, Public Safety, Veterans Affairs, Social Services, and Road Transportation Infrastructure	March 15, 2023
Summit	Tribal Economic & Tax Reform Advocacy Alliance	TETRAA Summit – Updates on Indian Affairs from Treasury Office, Regulatory Reform Efforts, Strategies for Supporting Indian Entrepreneurship	March 15, 2023
Meeting	Inter-Tribal Working Group	Grand Canyon Initiative	March 16, 2023
Meeting	USDOT	Increase cooperation with DOT for public safety initiatives on the Navajo Nation	March 17, 2023
Meeting	DOI – ASIA Newland and staff	Carbon Sequestration and HPL rent issues	March 20, 2023
Meeting	HHS – Sec. Xavier Becerra	STAC Meeting	March 21, 2023

#### Recommendations

To reiterate the recommendations included in the challenges section above, the procurement process needs to be streamlined, personnel policies should be adjusted to allow for easier hiring and to ensure a smooth transition for employees, and all divisions/departments need to communicate in a more effective manner.

# Navajo-Hopi Land Commission Office

Protect and advance the interest and rights of the people and communities adversely impacted by the 1974 Land Settlement Act, as amended; Rehabilitate and improve the social, economic conditions of the people and communities so impacted. Evaluate and select lands for the benefit of relocatees in New Mexico and Arizona pursuant to P.L. 96-305 (1981 Amendments).

Goal Statement	Program Performance Measure/Objective
Provide outreach and support services to NPL, HPL and FBFA residents affected by the relocation due to adverse impact of P.L. 93-531.	Document number of clients served each quarter.
Assist NNDOJ, NHLC and contracted legal firms in preparing legal litigations against federal government.	Researching files, assist with interviews and assist with other litigation preparation activities.
Partner with NN DCD and other tribal entities with assessments of housing needs of NPL, HPL and FBFA.	Number of home repairs/renovation to complete.
Assist the FBFA chapters to expend their Escrow Funds on home renovation projects.	Provide outreach/technical services to chapters to receive allocations and renovate homes.
Work with NEXTERA and Navajo Nation departments for Utility Scale Solar Project.	Complete land withdrawal, lease negotiations and approvals.

# Office of Hearings and Appeals

Pursuant to resolution GSCAP-19-95 reauthorization the establishment of Office of Hearings and Appeals on April 04, 1995. The Office of Hearings and Appeals (OHA) serves as an informal, fair and impartial forum for hearing contested cases arising under applicable rules and regulations. OHA also serves as a hearing forum for contested cases not otherwise included in Navajo Nation Law, if requested to do so by exempted governmental entity. At the discretion of the director of OHA, the office may serve as a forum for the rule making hearings upon request from a governmental entity, 2 N.N.C. S 1501 et. seq.

Goal Statement	Program Performance Measure/Objective		
Provide and assist general public/departments: provide forms, accept filings.	Document the number of customers served by month each quarter.		

Assist individuals/departments that utilize OHA for hearings.	Accept new cases, review for sufficiency using applicable rules/regulations.
Perform hearings monthly for ongoing cases and cases filed.	Ensure hearings are conducted as timely as allowed by all parties.
Adjudicate cases filed with Office of Hearings and Appeals.	Research files to be prepared for final case closure based on orders.
Continue to assist Ethics and Rules, Child Support with cases/hearings filed thru Office of Hearings and Appeals.	Adjudicate cases filed for Ethics & Rules.

# Office of Miss Navajo Nation

The purpose of the Office of Miss Navajo Nation is to employ Miss Navajo Nation as well as other staff to carryout the promotion and preservation of the Diné Cultural/Language/Life. Support staff is to assist Miss Navajo, in the role of Goodwill Ambassador of the Navajo Nation, with their requests and needs. Travel is required for Miss Navajo to make public appearances to speak with the public on preserving our Diné Heritage and to express concern in alcohol and drug abuse and other social issues that affect our Navajo People.

Table 1. Office of Miss Navajo Nation performance-based budget goal statements and program performance measures. (NNC Resolution No. CS-42-22)

Goal Statement	Program Performance Measure/Objective
Miss Navajo Nation will promote and preserve Navajo culture, language, history and tradition.	Educate on National and International spectrum the importance of Navajo culture, language, history and tradition.
Miss Navajo Nation will advocate the social impacts of Navajo Nation's education, family values and beliefs.	Through research, presentations and coordinated educational activities, workshops and events.
Good will Ambassador will promote the Office of Miss Navajo Nation and Annual Pageant.	Use social media, conduct presentations and public speaking to promote contestant recruitments.
Support Miss Navajo Nation's collaborations with Departments/Divisions/Council and outside entities.	Chaperone Miss Navajo Nation to attend events and meetings to fulfill Goodwill Ambassador's role.
OMNN will amend and implement the current Plan of Operation.	Implement approved Plan of Operation in fiscal year 2023.

# Major Accomplishments

Office of Miss Navajo Nation staff has attended 5 different training sessions with Staff Development and Training Department and is now CPR and First Aid re-certified and in compliance with the Emergency Contingency Plan.

The Office of Miss Navajo Nation is responsible for hosting and coordinating the annual Miss Navajo Nation pageant per Plan of Operation. The OMNN has formulated the 71st Annual Miss Navajo Nation Pageant Committee members. The Committee will coordinate, plan and host the 71st Annual Miss Navajo Nation Pageant to select a new Miss Navajo Nation. The OMNN and Committee will produce a safe environment and memorable hybrid pageant for the contestants and all attendees. OMNN has shared with the Committee the following information.

- 1. Production: 71st Annual Miss Navajo Nation Pageant.
- 2. Production Date: September 4, 2023 to September 9, 2023.
- 3. Production Event Venue: Navajo Nation Fairgrounds (former Helen Yazza pavilion).
- 4. Contestant Recruitment Period: May 1, 2023 to July 14, 2023.
- 5. Contestants' Orientation: Wednesday, July 19, 2023 Location: TBD (NN Museum, Navajoland Inn, NTUA Conference Room).
- 6. Navajo Nation Fair Magazine:
  - FEATURING: Miss Navajo Nation (full page color) reigning narrative & picture
    - FEATURING: Contestants Profiles (full page color) photo, names, hometown.
- 7. Production Theme Colors: Purple and Silver.
- 8. Media Production Services: Navajo Nation TV & Film Crew.
- 9. Network Content: Navajo Nation Department of Information Technology.

OMNN has hosted a meeting with each coordinator regarding the Task list assignments for each of their competition events.

On April 3, 2023 received the finalized Professional Service Contract from the Office of the Controller . This PSC is contract between OMNN and Delray Photography for 4 photo session with the reigning Miss Navajo Nation. OMNN initiated and began circulating the PSC on February 24, 2023, through the 164 Review. OMNN will maintain full rights to all digital photos for purposed of promoting the reigning Miss Navajo Nation, 71st Annual Miss Navajo Nation Pageant, and Office of Miss Navajo Nation department.

OMNN has re-established a working partnership with Navajo Arts & Crafts Enterprise as a Pageant Sponsor. It was unfortunate, when NACE had officially withdrawn as a Pageant Sponsor back in of May 2019 under the previous Program Supervisor's management.

OMNN is working with the Navajo Nation Fair manager to ensure the permanent structure of "Sheep Butchering and Traditional Foods" is a complete build by May 31, 2023. The Navajo Nation Fair Office is considering naming the structure "Office of Miss Navajo Nation Pavilion" to provide stability and a permanent pageant site for all future Miss Navajo Nation pageants.

OMNN has presented a Proposed Supplemental Budget for remaining FY2023 in the amount of \$271,744.00. The supplemental budget includes requests for a temporary position, vehicle mileage, personal travel expenditures, operating supplies, promotional items and renovation of Miss Navajo Nation's assigned apartment.

### Challenges

OMNN has expended 51.10% of FY2023 Program Budget and we have depleted certain line items; however, we are locating other resources to cover certain expenses.

OMNN can't begin recruitment phase of Pageant Contestants with local publication companies until OMNN receives sponsorship funds, or until the Supplemental Budget of \$271,744.00 is approved. However, OMNN is actively recruiting for Contestant when we're on location at different events.

#### The Budget

- 1. 1st Quarter Variance expenditures percentage at 25.13%
- 2. 2nd Quarter Variance expenditures percentage at 50.62%

We've depleted all funds allocated in 3100 Vehicle Use, 3200 Personal Travel, and 4100 Office Supplies line items.

# Key Meetings

OMNN attended 8 Task Group meeting to revised the Navajo Nation Personnel Policy Manual ("NNPPM"). The group was successful in identifying problematic current policy clauses, and we're able to delete, add and/or re-worded certain sections of the NNPPM with intend to improve hiring practices for the Navajo Nation Government.

OMNN held several meetings with Mr. David Mikesic, Zoologist/Manager of the Navajo Nation Zoo, to collaborate with hosting the EggZooTackular Easter event set for Saturday, April 8, 2023. We developed a task punch listing to accomplish prior to the event. We were fortunate to identify Sponsors and volunteers for the event; otherwise, we usually have our family members help us and we pay out of pocket for hosting these community events.

OMNN held several in-person and zoom meetings with Navajo Special Diabetes Program (NSDP) to begin planning phase of the Nahasdzáán Bikáa Kélchí 5K Walk/Run 6-Part Series,

which starts on Friday, April 14, 2023 with Crownpoint community. This project promotes health and wellness within selected communities, it's a 3-weeks community based physical activities events. It's intended to encourage all participants to start and complete 30 minutes of moderated exercises per-day to prevent diabetes, high blood pressure, and other chronic illness.

NSDP helped us with identifying six (6) running routes and developed registration forms. OMNN secured Bashas' as a sponsor for donations of bottled water, fruits and energy bar snack for all six (6) walk/run events. OMNN secured Navajo Transitional Energy Company (NTEC) as a sponsor for 500 t-shirts for all six (6) walk/run events. OMNN secured and retains Liabilities Insurance, Security and Medical assistance for entire walk/run events. Navajo Parks & Recreation has waived all fees for use of Wildcat Trail as running route.

#### **Recommendations**

None listed

# Navajo Telecommunications Regulatory Commission

The purpose of the Commission shall be to act upon and regulate any and all matters of the telecommunications industry on the Navajo Nation, including but not limited to computer, video, television, telegraph, radio, cable television, satellite dishes, two-way radio, cellular phone and other related telecommunications services transmitted by electricity, wire, land lines, wireless technology, cable, fiber optics, microwave, satellite or radio waves, to provide for the orderly growth and development of the Navajo Nation. A further purpose of the Commission shall be the implementation of the 911 emergency response system within the Navajo Nation.

Goal Statement	Program Performance Measure/Objective
Conduct monthly Commissioner meetings, on the date per Plan of Operation.	Commissioner's of NNTRC to conduct a meeting every month, of every Thursday.
Overhaul the Telecom Regulations and work with Vertical Bridge for Regulations.	Commissioner's meeting with Vertical Bridge to complete ARPF for Regulation with internet speed requirements.
Seek External Funding opportunities with local service providers and eligible Telecommunication carriers.	During Commissioner meetings, identify new and upcoming external funding sources.
Meeting with State PRC, ACC Commissioners, Governor appointed broadband offices from Arizona, New Mexico and Utah.	Schedule monthly work session with NNTRC and the stakeholders mentioned above.
Finalize NTIA funding with NTUA.	NTIA awarded NTUA funding.

### Major Accomplishments

- Completed the Broadband Data Collection (BDC) Location Challenge.
- · Mapping the Navajo Nation and certifying the Underserved and Non-Served areas.
- Map out relevant stakeholders within New Mexico, Utah and Arizona for Broadband Equity, Access, and Deployment (BEAD) funding.
- National Telecommunications and Information Administration (NTIA) and digital equity
  inclusion and accessibility working groups over the importance of digital accessibility and
  developing our understanding of the barriers to adoption in unserved, underserved and
  underrepresented communities.
- Initializing the New Tower Site Leasing legislation.

#### Challenges

Rights-of-Way and other permitting and review processes

- The current land use system and general leasing regulations impede the expansion of network coverage and capacity. Regulations restrict the ability to build on existing business site leases.
- Each land status type (ie. tribal trust, state land, public land order land, Bureau of Indian Affairs land, Bureau of Land Management land, private fee land, allotted land, etc.) has multiple layers and processes to obtain permit right-of-way.
- Telecommunications service providers must understand and abide by relevant rights-of-way regulations and permitting and review processes that include chapter resolutions and plans that address environmental, historic preservation and culturally sensitive impacts on Navajo lands.
- A utility corridor in feasible areas would further streamline right-of-way approval.

#### Feasibility and Sustainability

- Navajo Nation Broadband and the NNTRCO implements a competitive process among service providers to keep broadband service costs low. The Navajo people have a right to choose whatever service best fits their needs and budget.
- Challenges with service sustainability on Navajo lands require coordination between governments on the Navajo Nation and communications providers.
- Providers must communicate their intention on Navajo Lands, for example by giving detailed information on the intended network build, intended network expansion or the service they

are delivering. This information shall include any buildout or deployment that occurs on Navajo lands or would affect services to Navajo people.

# The Budget

Object Code	Total	Expended	Balance	Percent
2120: Regular	\$132,817.84	\$65,340.24	\$67,477.60	50.80%
2320: Temporary	\$27,520.00	\$1,476.16	\$26,043.84	94.64%
2450: Commission	\$21,000.00	\$5,250.00	\$15,750.00	75.00%
2900: Fringe	\$80,802.68	\$25,726.09	\$55,076.59	68.16%
PERSONNEL:	\$262,140.52	\$97,792.49	\$164,348.03	62.69%
3110: Fleet	\$12,275.00	\$2,226.00	\$10,049.00	81.87%
3230: Personal Travel	\$14,255.00	\$3,891.55	\$10,363.45	72.70%
3310: Air	\$3,000.00	\$0.00	\$3,000.00	100.00%
3610: Meetings	\$12,354.00	\$625.53	\$11,728.47	94.94%
4120: Office Supplies	\$1,200.00	\$48.02	\$1,151.98	96.00%
4200: Non-Cap Assets	\$2,500.00	\$0.00	\$2,500.00	100.00%
4410: Operating Supplies	\$6,003.00	\$37.10	\$5,965.90	99.38%
5310: Building/Space	\$3,000.00	\$0.00	\$3,000.00	100.00%
5360: Equipment/Supplies	\$500.00	\$0.00	\$500.00	100.00%
5520: Telephone	\$142.00	\$31.60	\$110.40	77.75%
5610: Wireless	\$3,342.00	\$1,038.93	\$2,303.07	68.91%
6300: Technology	\$500.00	\$0.00	\$500.00	100.00%
6660: Attorneys	\$36,000.00	\$0.00	\$36,000.00	100.00%
7110: Programs	\$2,428.00	\$1,353.30	\$1,074.70	44.26%
7410: Media	\$1,000.00	\$0.00	\$1,000.00	100.00%
7510: Training & Prof Dues	\$2,000.00	\$1,050.00	\$950.00	47.50%
7710: Insurance Premiums	\$2,688.00	\$1,409.67	\$1,278.33	47.56%
OPERATING:	\$103,187.00	\$11,711.70	\$91,475.30	88.65%

There were no major changes expense, we don't have an approver for 6B

# Key Meetings

- 1. NM, AZ, UTAH Digital Equity inclusion & Accessibility working groups
  - (AZ) Donovan M. Carr tribal Affairs

- (AZ) Shelly Brown Tribal and Rural Community Coordinator AZ Dept. of Education
- (NM) Godfrey Enjady, President, NTTA and GM of Mescalero Apache Telecom for NM
- Utah State Broadband Center Director Rebecca Dilg
- 2. FCC Chairwoman Jessica Rosenworcel. over the Affordable Connectivity Program (ACP) and lifeline discounts for Navajo Nation Residents.
- 3. Adam Geisler, Division Chief, Tribal Connectivity and Nation to Nation Coordination, NTIA (National Telecommunication and Information Administration) over the NTIA Funds and BEAD / Digital Equity inclusion grants.
- 4. Sayuri Rajapakse Tribal Liaison / FCC Broadband Data Task Force / FCC National Broadband Map Challenge.
- 5. Council Delegate Carl Slater gave an update of his area.
- 6. Council Delegate Casey Allen Johnson gave an update on his area.
- 7. Met with Navajo Nation Speaker Curley over her area and gave an update.

#### **Recommendations**

None listed

# **Executive Protection Services Program**

The purpose of the Navajo Executive Protection Service is to ensure the health, welfare and safety of the Navajo Nation President / Vice President, their immediate family members and visiting dignitaries. The application of this objective is to availability of the General Funds of the Navajo Nation.

Goal Statement	Program Performance Measure/Objective
Provide protection for the Navajo Nation President and Vice-President.	Maintain Plan of Operation objectives.
Five (5) officers will meet the annual eight (8) hours AZPOST training requirements.	Maintain AZPOST Certification.
Collaborate and communicate with other Law Enforcement agencies.	Collaboration with local, tribal, state and federal agencies to ensure protection of principles.
Maintain protection and security checks at the Executive Offices.	Perform daily protection and security checks at the Executive Offices.
Five (5) officers will qualify with a score of 210/250 biweekly.	Maintain firearms proficiency qualifications.

# Office of the First Lady

There is hereby established the Office of the First Lady within the Office of the President/Vice President of the Navajo Nation Government Executive Branch. The purpose of the Office of First Lady shall be as follows: A) To respond to correspondence received, to coordinate and schedule public events that The First Lady is required to attend and to assist in development of certain programs and projects in the best interest of the Navajo Nation and in which the First Lady is interested and involved, and B) To seek grants, develop proposals and administer special projects and programs of the Office of First Lady, and C) To establish a non-profit organization within the Office of the First Lady to promote education, career and economic advancement and public awareness about domestic violence and alcohol and drug abuse, and D) To provide public relation functions as may be needed and to assist The First Lady in all other duties that she performs on behalf of the Navajo Nation in her capacity as The First Lady.

Goal Statement	Program Performance Measure/Objective
Support Navajo Nation Divisions/Programs to provide public outreach and promote initiatives.	Attend and/or host one (1) public event per month that aligns with Office of the First Lady priorities.
Provide public awareness of Office of the First Lady activities and initiatives.	Provide updates on Office of the First Lady activities, via various media platforms twice (2) a month.
Fulfill duties and responsibilities of Board, Committee, Task Force and Work Group Assignments.	Participate in mtgs & perform task assigned for duration of appointment. (First Things First NN Regional Partnership Council, NM MMIW Task Force, NHMU Indian Advisory Comm, OPVP Work Group).
Network, identify partner, funding support and plan for events that align with Office of the First Lady priorities.	Facilitate scheduled mtgs to plan, host/partner for (1) major event each qtr. (Early Childhood Summit, OPVP Family Summit, Non-Profit Summit, Outdoor Recreation & Ed Summit, and/or Women's Conference).
Support Navajo Nation Divisions, Programs and other partners, search for alternative funding opportunities.	Support and track partners searching and applying for grants through subscription to Foundation Directory online.

# Major Accomplishments

First Lady is fully committed and on the Task Force with the New Mexico Missing and Murdered Indigenous Women and Relatives Task Force. The Office of the First Lady staff are also taking part of the subcommittee to support the task force in their first ever Summit conference.

First Lady has also committed by invitation from Arizona Governor Katie Hobb's to become a member of the Arizona Missing and Murdered Indigenous Women's Task Force. The Office of the First Lady staff has also been supportive and attending meetings on behalf of the First Lady representing the Navajo Nation.

With the First Lady's experience and knowledge on MMIW, she spoke on behalf of the Utah State legislation H.B. 25 which extends the deadline for the Utah MMIW Task Force to provide reporting to Utah Legislative committees.

The Office of the First Lady will be welcoming a summer internship program for college students interested in working with the tribe. This opened the door for four students to reach out to the Office of the President and Vice-President. All whom are now preparing for their summer 2023 internship with other Branches of the Navajo Nation Government.

With the help of First Lady's previous role as State Representative gave the Office of the First Lady the opportunity to establish extensive, strong and ongoing relationships with officials to support the goals and projects of the First Lady. One of the biggest relationships establish is with a non-profit organization that provides services to the underserved population. This relationship has opened may opportunities for other organizations and programs to reach out the Office of the First Lady to collaborate on future projects.

#### Challenges

The budget for the Office of the First Lady has limitation as it was approved for the office staff and First Lady to continue working remotely. This hinders the staff's ability to provide support to the First Lady's outreach.

### The Budget

The budget for the Office of the First Lady has limitation as it was approved for the office staff and First Lady to continue working remotely. This hinders the staff's ability to provide support to the First Lady's outreach.

# Key Meetings

Office of the First Lady, and First Lady has had many meetings with State Legislators, Governors, Federal/State Government officials, tribal dignitaries, stakeholders, and nonprofit organization to support and establish a relationship for future outreach developments. This has gained attention from many organizations to connect with the Office of the First Lady to support their programs and bring attention to providing services to the underserved population.

#### **Recommendations**

Create a position for a part-time office staff for the Office of the First Lady, when the Executive Staff Assistant and First Lady are out of the Office. This allows guaranteed office hours support.

# Navajo Nation Veterans Administration

Effectively and efficiently provide outreach, services and benefits to Navajo Veterans; and to identify the unique needs of Navajo Veterans, their widow(er) and Gold Star Mothers.

Goal Statement	Program Performance Measure/Objective
Partner with external organizations to provide additional services to Navajo veterans.	Submit partnership proposal to provide additional services to Navajo veterans.
Host registration drive.	Host registration drive; obtain accurate veterans count.
Develop and train staff.	Implement staff development and training events; to develop and train NNVA staff.
Host one (1) VA Benefits and Claims Outreach at each agency.	Host one (1) VA Benefits and Claims Outreach at each agency.

### Major Accomplishments

- 1. Conducted Navajo Nation Veterans Administration staff meeting.
- 2. Provided 25th Navajo Nation Council with 1st ever NNVA Orientation.
- 3. Attended 4 Navajo Nation Veterans Agency Officers Meetings.
- 4. Scheduled 5 additional staff members to obtain Veterans Services Officer Accreditation.
- 5. Initiated the Sparrow Group contract for renegotiation.
- 6. Worked with the Navajo Housing Authority to gain 5 Federal Emergency Management Association mobile home trailers. These homes will be designated for Navajo Veterans.
- 7. Current ongoing major project for the Veterans Administration is revisiting and renegotiating the Sparrow contract to include more homes to be built, more cost effective spending and more accountability.
- 8. Addressing the Navajo Nation Veterans Administration Housing Program audit, which includes 125 homes built 2014 through 2016. This project has each home needing corrective action plans and must be completed prior to any new home construction.
- 9. Working with Warriors and Rodeo this project will aid in the Navajo Nation Veterans Administration registration drive, public education for our Diné people, Veterans Administration benefit drive, and public outreach.

- 10. Creating a plan to gain compliance in obtaining an accurate Navajo veteran census count this project may take 2 years with a team of about 20 additional staff members to be out in the field gathering statistics.
- 11. Veteran employment classes our project is to incorporate job searches with veterans, resume building classes, interview practices, and assistance with job placement for veterans.
- 12. Navajo Veterans Conference this project is our effort to share a volume of resources available to veterans and their families, provide updated information regarding Veterans Administration Benefits, Pact Act information, Post Traumatic Stress Disorder information and resources, Military Sexual Trauma information and resources, Traumatic Brain Injury information and resources and Navajo Nation Veterans Administration benefits from the veterans trust fund.
- 13. Broadband services for veterans bringing broadband to veteran homes for their use during telehealth appointments, VA benefit interviews, etc.
- 14. Solar panels for veterans working with nonprofits from southern Arizona to bring more solar panels to our Navajo veterans so they may have utilities to keep their medicines in a controlled temperature along with operation of an air conditioner during the summer time especially for our veterans diagnosed with skin conditions due to Agent Orange exposure.

#### Key Meetings

- 1. Office of General Council met with Shekeba Morrad and Mike Nelson. Result: able to schedule additional staff members to obtain training to become accredited veterans services officers. March 2, 2023
- 2. Eastern Agency Meeting Gilbert Platero, Agency Commander; 31 Chapter Veterans Organization Commanders. Result: provided the veterans and their families with information regarding their current fund balances, housing program information and introduction. March 9, 2023.
- 3. Strategic Session met with fellow Division Directors. Result: development of foundation of Navajo Nation Vision Statement, Navajo Nation Mission Statement and Comprehensive plan. March 24th & 25th.
- 4. Office of the Controller, Office of Management and Budget and Investment committee meeting met with Elizabeth Begay, Robert Willie, and Jeremy Jimmie. Result: obtained clarification on payment hold ups, projected fiscal year 2024 allocation and simplified ways to process payments of the Veterans Trust Fund assistance. March 27, 2023.
- 5. Sparrow Group met with Dawn Groves, David Wiegand, Marcos Gonzalez, Eric Bailey. Result: discussion regarding the current contract, reasons why the construction/renovation process has taken so long, modification of contract to move away from hogan style homes to rectangle homes, price reduction on construction cost and blueprint concerns. April 11, 2023.

# Navajo Nation Youth Advisory Council

Goal Statement	Program Performance Measure/Objective
Will coordinate an intergenerational workshops focusing on youth elder connections.	Will promote workshops for all participants focusing on Diné teachings and youth issues.
Will organize public service announcements on area Navajo Nation radio stations and newspapers.	Will conduct a monthly prevention media announcements promoting protective factors.
Will coordinate services with varied entities to promote youth council work.	Will be coordinating online training for youth councils across the Navajo Nation.
Will participate in sub-committee meetings; i.e., HEHSC, LOC, RDC and B&F.	Will participate in sub-committee meeting one time a month to stay on top of Navajo Nation side issues.
Will conduct Youth Listening Sessions across the Navajo Nation utilizing various virtual platforms.	Will facilitate listening sessions and compile information for consideration by tribal programs and oversight committees.

# Diné Uranium Remediation Advisory Commission

Pursuant to the enabling legislation and the Amended Plan of Operations, the purpose of the Uranium Commission is to study and reach conclusions about the impacts of uranium mining and uranium processing on the Navajo Nation and to make recommendations to the President of the Navajo Nation and to the Navajo Nation Council for policies, laws and regulations to address those impacts.

Table 1. Diné Uranium Remediation Advisory Commission Approved FY 2023 Program Performance Criteria.

Goal Statement	Program Performance Measure/Objective
Public Education.	Number of citizens, residents, visitors attending regular and special meetings.
Policy on waste disposal methods and process to locate potential repository sites.	Number of meetings on waste disposal policy/regulations development.
Incorporate Navajo Fundamental Law in the DURAC Decision-Making process.	Number of meetings on policy development.
Research and provide recommendations on additional uranium remediation topics.	Number of meetings on additional research.
Research and provide waste transport regulations.	Number of meetings on waste transport policy/regulations development.

### Major Accomplishments

Uranium Mine Waste Disposal Methods Regulations. The Diné Uranium Remediation Advisory Commission (Uranium Commission or Commission) staff continued with research on the uranium mine waste disposal methods and development of draft disposal methods regulations. The research and writing requires a lot of time since there are no waste disposal methods regulations for any federal or state agencies to provide guidance. The work plan is to complete the technical research study and draft regulations on mine waste disposal, which will be submitted to the Technical Working Group, the multi-agency work group, the President and Navajo Nation Council for their review and consideration. The Technical Working Group members include officials from Navajo Abandoned Mine Land (NNAML), US Environmental Protection Agency (USEPA), Uranium Commission, Bureau of Indian Affairs (BIA), Navajo Land Department, Navajo Department of Justice (Navajo DOJ, Navajo Environmental Protection Agency (NNEPA) and Navajo Fish & Wildlife.

Uranium Mine Waste Transport Regulations. The Commission staff continued with research on the uranium mine waste transport and the development of draft regulations. The work plan is to complete the technical research study and draft regulations on mine waste transport, and submit to the Technical Working Group, the multi-agency work group, the President, and Navajo Nation Council (Council) or their review and consideration.

Review of the Charles Huskon 12 (CH-12) Engineering Evaluation & Cost Analysis (EECA). CH-12 EECA is first one presented to the public in Western Navajo. USEPA mine is located 1.8 miles northwest of the Cameron Chapter House. The site covers 13 acres. El Paso Natural Gas (EPNG) is the responsible party and they completed the Removal Site Evaluation (RSE) in 2018, and found areas with mine waste of high radiation. There are approximately 15,700 cubic yards of mine waste to cleanup. There were three cleanup options presented: 1) No Action, 2) Cap-In-Place, and 3) Off-Reservation Disposal. The preferred alternative by USEPA is the option to cap-in-place the AUM. The public comment period ended April 4, 2023 unless extended by USEPA. It is evident from our technical review of this EECA that we need the Navajo Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) regulations to enforce the technical, traditional, and fundamental laws of the Navajo Nation on these remediation studies and design in the future.

Cultural Sensitivity Training. DURAC Office and the Cultural Working Group of the Commission is working on holding the second Cultural Sensitivity Training for the Responsible Parties (PRPs) and other agencies. Contractors and subcontractors to the USEPA working on RSE and EECA projects and other tribal and federal will attend the training.

#### Challenges

- The Plan of Operation Amendment for the Uranium Commission needs to be approved by the Navajo Nation President and Council in order for the Uranium Commission to conduct business and meetings. The Plan of Operation expired September 30, 2021.
- The Commissioners need to re-appointed or replaced by the Council.
- When the Plan of Operation Amendment is approved, the Commissioners will need be to reappointed or replaced.
- When the Plan of Operation Amendment is approved, the Commission's rules of order needs to be approved by our oversight committee, Naabik'íyáti' Committee.
- The Uranium Commission office needs to be relocated to a more suitable and safe location. We also need additional funding for staffing, office, equipment and vehicle. We are continually looking for grants, but grantors will not fund administrative costs only. So, we are looking at policy development as a project which may be fundable by grantors.
- Our expenditure level is lower than planned because the Commission members are not meeting and conducting business. We need the Plan of Operation Amendment approved to do our work.

### The Budget

The FY 2023 first quarter fund expenditure was 16.46%, and the FY 2023 second quarter fund expenditure is 31.06%. We should be at 50% expenditure level. The reason for 18.94% below the actual expenditure of 50% is due to the non-expenditure of stipends and travel for Commissioners to attend meetings. The Plan of Operation Amendment needs to be approved to reauthorize the Commission and allow to expend the general funds. Since we are halfway through the fiscal year, we will work on transferring funds from stipends line item to areas needing funds to get the work done, such as, development of the Uranium Commission website, additional travel for staff, and perhaps a short-term employment for part-time assistance to help with research and administrative work. See attached the first and second quarter financial reports.

### Key Meetings

- Red Water Pond Association Meeting with USEPA Regional 9 Remedial Project Managers
  regarding the USEPA recommendation for cleanup of the Northeast Churchrock AUM. The
  Community is not in agreement with USEPA and NRC cleanup recommendation and
  decision.
- USEPA Multi-Agency Team Meeting.

- Navajo Resource Development Committee meeting with USEPA.
- Naabik'íyáti' Committee meeting.
- USEPA Presentation of Cleanup Option on Charles Huskon 12 (CH-12) AUM at Cameron Chapter Public Meeting.

#### **Recommendations**

Address the challenges discussed above.

In addition to policy development regarding contaminated waste remediation, DURAC will need to address additional items as follows:

- Develop a policy for the use of fundamental law in its decision-making in compliance with DURAC's enabling legislation. Fundamental Law, Lifeways of the Dine, and Traditional Teachings must be incorporated in the cleanup process to return our land to a Hozho state.
- Develop a policy remediation of Naturally Occurring Radioactive Materials (NORM) sites.
- We will need to work with the Navajo Medicine Men's Association to additional the traditional aspect of the policies.
- Upon approval of the reauthorization of the Commission, we intend to hold an orientation session and a strategic planning session to develop our scope of work going forward.
- An executed copy of Budget Form B and memorandum regarding the status of the Plan of Operation Amendment was submitted to OMB on April 7, 2023.

# **Veterans Assistance Fort Defiance**

To provide funding for veterans programs, projects and services for activities which may include financial assistance.

Goal Statement	Program Performance Measure/Objective
Hold chapter veterans organizations meetings.	Hold meetings at each chapter each quarter.
Provide financial assistance to veterans.	Provide financial assistance to veterans each quarter.

# Veterans Assistance Western

To provide funding for veterans programs, projects and services or activities which may include financial assistance.

Goal Statement	Program Performance Measure/Objective
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Hold chapter veterans organizations meetings.	Hold meetings at each chapter each quarter.
Provide financial assistance to veterans.	Provide financial assistance to veterans each quarter.

# Veterans Assistance Eastern

To provide funding for veterans programs, projects and services or activities which may include financial assistance.

Goal Statement	Program Performance Measure/Objective
Hold chapter veterans organizations meetings.	Hold meetings at each chapter each quarter.
Provide financial assistance to veterans.	Provide financial assistance to veterans each quarter.

# Veterans Assistance Shiprock

To provide funding for veterans programs, projects and services or activities which may include financial assistance.

Goal Statement	Program Performance Measure/Objective
Hold chapter veterans organizations meetings.	Hold meetings at each chapter each quarter.
Provide financial assistance to veterans.	Provide financial assistance to veterans each quarter.

# **Veterans Assistance Chinle**

To provide funding for veterans programs, projects and services or activities which may include financial assistance.

Goal Statement	Program Performance Measure/Objective
Hold chapter veterans organizations meetings.	Hold meetings at each chapter each quarter.
Provide financial assistance to veterans.	Provide financial assistance to veterans each quarter.

# Office of the Navajo Public Defender

The purpose of the Office of Navajo Public Defender is to provide legal defense services of a criminal nature to individuals and to fulfill the requirement for pro bono service by all attorneys and advocates employed by the Navajo Nation Government. The public defender, at all times, shall serve his/her clients independently of any political considerations or private interests and provide legal services to indigent persons accused of crimes which are commensurate with those

available to non-indigent persons. By providing these services through the expenditure of public funds, attorneys and advocates employed by the Navajo Nation government should not thereafter be appointed to pro bono representation in the courts of the Navajo Nation, except for those employed by the Office of Navajo Public Defender pursuant to this Act.

Goal Statement	Program Performance Measure/Objective
Public Defenders represent defendants in criminal cases as appointed by court order.	Clients receive defense representation consistent with ethical, legal and Dine restorative justice principles.
Public Defenders represent allege delinquent children as appointed by court order.	Advocate for more appointments and represent children in accordance with legal ethical and Dine restorative justice principles.
Writs and Appeals filed to address significant rulings adverse to legal rights of accused.	Public Defender advocate against widespread abuses of law and violations of legal rights of Dine.
Advise and provide legal representation of those facing extradition; federal detainers and the like.	Public Defenders provide advice and representation in extradition, federal detainer/transfer hearings.
Ensure consistent and proper training for all staff; semi- annual case reviews for practitioners.	Maximize quality legal services/representation to Dine clients and enhance knowledge and skills for staff.

### Veterans Affairs Trust Funds Fort Defiance

1. Effectively and efficiently provide outreach, services and benefits to Veterans; and to identify the exclusive and distinctive needs of Veterans, their widow(er) and Gold Star Mothers; 2. Seek additional funding and make recommendations for the implementation, expansion and improvement of existing programs of the NNVA, divisions and offices of the Navajo Nation to ensure Veterans receive the benefits and services they are entitled to; 3. Seek and improve the quality and accessibility of healthcare benefits, health services for Veterans on the Navajo Nation; 4. Monitor, advocate and promote employment and educational training for Veterans, business preference, employment preference and other services; 5. Determine, implement and provide program services for the needs and benefits of Veterans pursuant to Navajo Nation Budget appropriations and pursuant to duly accepted and approve programs funds received by the Navajo Nation; and 6. Manage by administering, advocating and improving the Carl T. Hayden-Veterans Administration Medical Center (VAMC) Fee Reimbursement program for Traditional Healing Ceremony.

Goal Statement	Program Performance Measure/Objective
Hold chapter veterans organizations meetings.	Hold meetings at each chapter each quarter.
Provide financial assistance to veterans.	Provide financial assistance to veterans each quarter.

### **Veterans Affairs Trust Funds Western**

Effectively and efficiently provide outreach, services and benefits to Veterans; and to identify the exclusive and distinctive needs of Veterans, their widow(er) and Gold Star Mothers; 2. Seek additional funding and make recommendations for the implementation, expansion and improvement of existing programs of the NNVA, divisions and offices of the Navajo Nation to ensure Veterans receive the benefits and services they are entitled to; 3. Seek and improve the quality and accessibility of healthcare benefits, health services for Veterans on the Navajo Nation; 4. Monitor, advocate and promote employment and educational training for Veterans, business preference, employment preference and other services; 5. Determine, implement and provide program services for the needs and benefits of Veteran pursuant to Navajo Nation Budget appropriations and pursuant to duly accepted and approved program funds received by the Navajo Nation; and 6. Manage by administering, advocating and improving the Carl T. Hayden-Veterans Administration Medical Center (VAMC) Fee Reimbursement program for Traditional Healing Ceremony.

Goal Statement	Program Performance Measure/Objective
Hold chapter veterans organizations meetings.	Hold meetings at each chapter each quarter.
Provide financial assistance to veterans.	Provide financial assistance to veterans each quarter.

## Veterans Affairs Trust Funds Eastern

1. Effectively and efficiently provide outreach, services and benefits to Veterans; and to identify the exclusive and distinctive needs of Veterans, their widow(er) and Gold Star Mothers; 2. Seek additional funding and make recommendations for the implementation expansion and improvement of existing programs of the NNVA, divisions and offices of the Navajo Nation to ensure Veterans receive the benefits and services they are entitled to; 3. Seek and improve the quality and accessibility of healthcare benefits, health services for Veterans on the Navajo Nation; 4. Monitor, advocate and promote employment and educational training for Veterans, business preference, employment preference and other services; 5. Determine, implement and provide program services for the needs and benefits of Veterans pursuant to Navajo Nation Budget appropriations and pursuant to duly accepted and approved program funds received by the Navajo Nation; and 6. Manage by administering, advocating and improving the Carl T. Hayden-Veterans Administration Medical Center (VAMC) Fee Reimbursement program for Traditional Healing Ceremony.

Goal Statement	Program Performance Measure/Objective
Hold Chapter veterans organizations meetings.	Hold meetings at each chapter each quarter.

Provide financial assistance to veterans.	Provide financial assistance to veterans each quarter.
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## Veterans Affairs Trust Funds Shiprock

1. Effectively and efficiently provide outreach, services and benefits to Veterans; and to identify the exclusive and distinctive needs of Veterans, their widow(er) and Gold Star Mothers; 2. Seek additional funding and make recommendations for the implementation, expansion and improvement of existing programs of the NNVA, divisions and offices of the Navajo Nation to ensure Veterans receive the benefits and services they are entitled to; 3. Seek and improve the quality and accessibility of healthcare benefits, health services for Veterans on the Navajo Nation; 4. Monitor, advocate and promote employment and education training for Veterans, business preference, employment preference and other services; 5. Determine, implement and provide program services for the needs and benefits of Veterans pursuant to Navajo Nation Budget appropriations and pursuant to duly accepted and approved program funds received by the Navajo Nation; and 6. Manage by administering, advocating and improving the Carl T. Hayden-Veterans Administration Medical Center (VAMC) Fee Reimbursement program for Traditional Healing Ceremony.

Goal Statement	Program Performance Measure/Objective
Hold chapter veterans organizations meetings.	Hold meetings at each chapter each quarter.
Provide financial assistance to veterans.	Provide financial assistance to veterans each quarter.

### **Veterans Affairs Trust Funds Chinle**

1. Effectively and efficiently provide outreach, services and benefits to Veterans; and to identify the exclusive and distinctive needs of Veterans, their widow(er) and Gold Star Mothers; 2. Seek additional funding and make recommendations for the implementation, expansion and improvement of existing programs of the NNVA, divisions and offices of the Navajo Nation to ensure Veterans receive the benefits and services they are entitled to; 3. Seek and improve the quality and accessibility of healthcare benefits, health services for Veterans on the Navajo Nation; 4. Monitor, advocate and promote employment and educational training for Veterans, business preference, employment preference and other services; 5. Determine, implement and provide program services for the needs and benefits of Veterans pursuant to Navajo Nation Budget appropriations and pursuant to duly accepted and approved program funds received by the Navajo Nation; and 6. Manage by administering, advocating and improving the Carl T. Hayden-Veterans Administration Medical Center (VAMC) Fee Reimbursement program for Traditional Healing Ceremony.

Goal Statement	Program Performance Measure/Objective
Hold chapter veterans organizations meetings.	Hold meetings at each chapter each quarter.
Provide financial assistance to veterans.	Provide financial assistance to veterans each quarter.

## **Veterans Trust Homes Administration**

To provide every eligible Navajo Nation Veteran an opportunity to apply for housing assistance under the Navajo Veterans Housing Program with the intent of providing safe, decent, and sanitary housing services.

Goal Statement	Program Performance Measure/Objective
Continue ongoing with previous contract.	Continue contact with prior contractor to keep operations up and running for new construction and renovation.
Construct new veterans homes.	Complete construction of veterans homes; to provide new homes to Navajo Veterans.
Renovate existing homes.	Complete existing home renovations/improvements; to improve existing home conditions.
Outreach to Chapters/surrounding communities on the Navajo Nation.	Conduct application drive and provide awareness of different resources within the community of where the veterans/spouse reside.

# Fiscal Recovery Fund Office

## ${\it Major\, Accomplish ments}$

- 1. Engineering Section Finished Contact Negotiations with BITCO Corp. for the FRF Office Complex Site Development in Tse Bonito, NM.
- 2. Assisted DCD on the Procurement Process for \$211M project per CJN-29-22. On-going.
- 3. Personnel Section ARPA/FRF has filled 7 positions this quarter. FRFO will continue to monitor the positions and advertise daily.
- 4. Monitoring Section Sent 50+ ARPA Chapter proposals to DOJ for Initial Eligibility Determinations. Some were returned by DOJ requesting additional information from the Chapters. The remaining were sent to the Chapter and placed on the FRF website for easy accessibility.
- 5. Assisted the Chapters on their ARPA proposals so we scheduled meetings and provided technical assistance.

- 6. Coordinate with the Financial Process Improvement Team (FPIT) of OPVP staff to identify the road blocks and processes of ARPA funding for water, electricity and broadband as these are the main priorities.
- 7. Attend the Project Management Training in Gallup, NM for the FRF staff to review any the categories, approved resolutions and methods of reporting.

### Challenges

#### Personnel:

- 1. OOC and DCD have requested to cease their job advertisements:
  - OOC indicated they do not have the office space for additional staff.
    - DCD indicated they would like to abolish positions but continued to hire the 4
       selected applicants. Applicants began to question the status of their applications.

#### Monitoring:

- 1. Working with Chapters and some are not receiving the information that has been sent.
- 2. Coordination with OMB to receive new business units, not enough staff to do it in a timely manner.
- 3. Meeting with DOJ to discuss new language for Chapter Resolutions, signatures and amendments to proposals (changes in amounts).

### The Budget

There are some programs that have not classified their positions (DOJ/DNR/DHR – Vital Records). They would need to get their budget set up before submitting a PCQ for their positions. If any additional help is need on the PCQ, FRFO is available for assistance.

	Budget	Expended	Encumbered	Balance
2110 Regular	\$5,713,174.00	875,194.92	-	4,837,979.08
2320 Temporary	117,529.00	65,089.39	ı	52,439.61
2510 Overtime	10,000.00	368.06	-	9 ,631.94
2610 Holiday Pay	-	172.20	-	(172.20)
2710 Regular (Other Bonus)	7,034.00	5,648.00	-	1 ,386.00
2900 Fringe Benefits	2,932,754.00	307,423.84	-	2,625,330.16
Sub-Total - Personnel	8,780,491.00	1,253,896.41	-	7,526,594.59

	100.00%	8.90%	1.88%	89.22%
GRAND TOTAL	25,337,389.00	2,251,001.12	471,104.37	\$22,615,283.51
Sub-Total - Operating	16,556,898.00	997,104.71	471,104.37	15,088,688.92
9140 Equipment	41,768.00	15,301.10	_	26,466.90
7710 Insurance Premiums	24,773.00	11,625.11	-	13,147.89
7600 Employment Related	4,680.00	401.30	-	4 ,278.70
7510 Training/Professional Dues	22,082.00	9,220.45	-	12,861.55
7410 Media	40,232.00	14,569.15	2,233.55	23,429.30
7110 Programs	4,125.00	714.00	-	3 ,411.00
6520 Consulting	14,924,408.97	439,996.43	123,962.93	14,360,449.61
6300 Technology	30,000.00	9,034.80	641.51	20,323.69
6130 Services	10,000.00	-	-	10,000.00
6040 Services	2,750.00	-	2,232.94	517.06
6020 Supplies	3,000.00	-	-	3 ,000.00
5750 Services	1,000.00	-	-	1 ,000.00
5710 Energy	20,500.00	4,291.39	8,780.16	7 ,428.45
5610 Wireless	18,000.00	3,139.29	-	14,860.71
5570 Internet	24,000.00	118.98	-	23,881.02
5520 Telephone	15,000.00	1,173.37	-	13,826.63
5360 Equipment/Supplies	20,833.00	1,006.10	-	19,826.90
5310 Building/Space	20,833.00	2,565.02	<u> </u>	18,267.98
5110 Building	498,101.03	91,026.73	214,042.27	193,032.03
4610 Supplies	5,000.00	-	-,-:	5,000.00
4410 Operating Supplies	234,000.00	143,673.99	52,274.01	38,052.00
4200 Non-Capital Assets	220,800.00	145,678.48	58,736.62	16,384.90
4120 Office Supplies	105,000.00	47,098.43	8,200.38	49,701.19
3310 Air	20,000.00	1,279.92	-	18,720.08
3110 Fleet 3230 Personal Travel	117,593.00 128,419.00	31,418.99 23,771.68	_	86,174.01 104,647.32

# Key Meetings

Meetings with Chapters this quarter:

1. White Rock Chapter – January 2023

- 2. Whitehorse Lake Chapter February 2023
- 3. Whitehorse Lake Chapter, again February 2023
- 4. Greasewood Springs Chapter February 2023
- 5. Shiprock Chapter February 2023
- 6. Lake Valley and Huerfano Chapters March 2023
- 7. Alamo Chapter March 2023
- 8. District #6, TseYaToh Chapter March 2023
- 9. San Juan Chapter March 2023
- 10. Greasewood Springs Chapter March 2023

#### Meetings with NN Divisions/Programs:

- 1. Meeting with DCD and DOJ on sub-recipient agreements.
- 2. Meeting with Dr. Andy Nez regarding his Delegate Region.
- 3. Meeting with DGS staff to discuss moving out of Airport Hangar liability issues.
- 4. Meeting with OPVP regarding FRFO Budget and Expenditures.
- 5. Attend Navajo Thaw to discuss housing budget for Bennett Freeze and NPL.
- 6. Meeting with OMB to discuss what is needed for new business unit setup.
- 7. NABI meeting for ARPA update.
- 8. OPVP and COS meeting for ARPA update.
- 9. Meeting with DPS IMS to discuss what is needed for a new business unit.
- 10. Meeting with Women's Organization to discuss ARPA funding.
- 11. Meeting with NTUA to discuss report requirements and risk assessment audit.
- 12. ARPA consultation with LDAs and Council Delegates to discuss ARPA projects received at our office.
- 13. First Meeting with FPIT (Financial Process Improvement Team) on the ARPA process.
- 14. DCD meeting with DOJ and FRFO to discuss updated chapter language.
- 15. Attend Sexual Harassment Awareness Training for annual re-certifications.
- 16. Attend Project Management Training for ARPA guidelines and priorities.
- 17. Discuss with DOJ concerns regarding budgets, chapter resolutions and amendments to amounts.
- 18. Discuss with DCD, DOJ and FRFO the need for risk assessments per guidelines.
- 19. Attend BFC work session to give ARPA update and remind them of deadlines.
- 20. Discuss with DCD the allocated funds for Bathroom Additions and what is needed.

## Recommendations

- 1. FRFO recommends amendments to the approved resolutions because of the short timeline we have to encumber/obligate these funds.
- 2. FRFO recommends a quick turnaround for background checks for offices utilizing the ARPA funds so we can hire quickly.
- 3. FRFO recommends the new hire to begin working while background checks is still pending.
- 4. FRFO recommends more in-person meetings with Chapters to show that we are available for assistance.

# Department of Justice

Table 4. Department of Justice programs.

Program	Enabling Resolution/Statute	
Office of the Attorney General	CF-07-90 and 2 NNC § 1961	
Navajo-Hopi Legal Services Program	GSCJY-35-93	
Office of Prosecutor of the Navajo Nation	GSCJY-13-08	

#### Major Accomplishments

- 1. Successfully guided Supreme Court brief in AZ v. Navajo Nation to a better place
- 2. Developed shared recommendations on how to strengthen the Nation's ICWA Program
- 3. Developed a plan with Chief Prosecutor for how to strengthen our public safety system and response, including through Title 17 amendments
- 4. Identified with outside counsel how we can strengthen our LCR claim
- 5. Provided comprehensive, detailed, and thoughtful DOJ comments on a revised executive branch review system to be advanced in an E.O.
- 6. Succeeded in initial approvals to have the Special Master for the LCR Adjudication tour the Nation rather than just have a video
- 7. Capitalized on a key recruitment opportunity at the Native American Law Student Career Fair at the University of Utah S.J. Quinney College of Law
- 8. Conducted strategic planning with OPVP and developed DOJ priorities for LOC
- 9. Prepared Supreme Court Counsel for successful oral arguments to defend our water rights case and successfully guided related optics
- 10. Have Arizona water rights settlement efforts poised for appointment of a negotiating team
- Capitalized on key recruitment opportunities at the UNM Law On-Campus Interview Program and Southwest Indian Law Clinic
- 12. Began efforts to re-establish Public Integrity Task Force
- 13. Developed draft mission statement and draft Wildly Important Goals for DOJ that will move the mark on creating efficiencies and effectiveness in Navajo government and really make a difference in the day-to-day lives of our people

#### Challenges

- 1. High vacancies (currently have about 1/3 of positions vacant)
- 2. Lack of housing for staff that impedes recruitment and retention efforts
- 3. Lack of modern, safe, and efficient work spaces will be overcrowded once I'm fully staffed
- 4. Lack of morale among staff
- 5. Staff anxiety over having to work on-site (which for many means an extraordinarily long commute and for others creates child care complications).
- 6. Last-minute meeting scheduling and cancelling that disrupts workflow, productivity, and forward movement on important work
- 7. Lack of communication in Navajo Nation government
- 8. Lack of a sense of priorities in Navajo Nation government

#### Key Meetings

- 1. Chapters: Chapter Unit and Litigation Unit provided a training to Chapter Officials of nongovernance certified Chapters regarding supervision of the Community Service Coordinator
- 2. Public: AG presented 60 day update on Facebook live
- 3. Oversight:
  - AG presented Needs & Wants to LOC in early March;
  - AG and DAG were confirmed by LOC
  - AG and Controller presented and update to BFC re CMF
  - AG presented on Kirk trial and next steps to NNC Leadership
  - AG and WRU AAG presented update on the status of AZ water rights settlement to NNC Leadership
  - WRU AAG provided orientation on water settlements to RDC
- 4. State: None
- 5. Federal: AG and Chief Prosecutor met with US Attorney for NM with President and OPVP CLC
- 6. Committee Meetings:
  - Investment Committee Meetings
  - Water Rights Committee Meetings
- 7. Litigation: Supreme Court Oral Arguments in Arizona v. Navajo Nation

#### Recommendations

1. Executive

- Increased planning and advanced scheduling to minimize last minute meetings and cancellations
- Clear and prioritized goals anchored to timelines for division directors to execute on
- Staged goals with staggered target completion dates to ensure focused team execution without spreading division directors and staff thin
- Completion of strategic planning process ASAP
- Increased communication with leadership team to ensure they are on the same page and are aligned in efforts to achieve shared goals
- Training by supervisors re progressive discipline
- 2. Legislative
  - Better training on distinction between executive versus legislative powers
  - Law reform that minimizes legislative role in executive matters
  - Limit legislative authority to oversight, not supervision
  - Delegate authority to develop regulations/procedures to Divisions/Departments/Offices/Programs
- 3. Judicial
  - Rapid movement of cases through dockets

# Office of the Attorney General

The purpose of the Office of the Attorney General is established in the Plan of Operation and codified at 2 NNC § 1961(B) (1995). The AG provides legal services to the Navajo Nation Government under the umbrella of the Department of Justice.

Goal Statement	Program Performance Measure/Objective
Enhance sovereignty and increase the efficiency and effectiveness of the Navajo Nation government.	Draft and amend laws, regulations, policies; participate in related task force; assist with audits and advocacy.
Provide legal services to the three branches of the Navajo Nation including chapters, entities.	Complete legal guidance requests, file pleadings, motions, comments, litigate, resolve and settle disputes.
Complete legal guidance requests, file pleadings, motions, comments, litigate, resolve and settle disputes.	Advise officials and employees on compliance with applicable law and regulations.
Educate officials and employees on legal issues affecting the Navajo Nation.	Provide training to clients on various legal issues impacting the Navajo Nation.
Increase attorney and legal advocate expertise and capacity.	Increase attorney and legal advocate expertise and capacity.

# Navajo-Hopi Legal Services Program

The purpose of the Navajo-Hopi Legal Services Program is: A. To assist eligible clients with legal problems arising out of the Navajo-Hopi Settlement Act. B. To provide appropriate representation for eligible clients in areas within the responsibility of the Navajo-Hopi Legal Services Program in State and Federal Courts, courts of Navajo and Hopi Nations and before the Office of Hopi Lands, Navajo-Hopi Indian Relocation Commission and the Department of Interior. C. Legal Services may be provided to eligible clients in the following areas: 1. Eligibility determination 2. Valuation determination 3. Obligation to relocate 4. Right to have grazing permits 5. Matters relating to the impoundment of livestock on Hopi Partitioned Lands and the former Statutory Freeze area. 6. Right to engage in construction activities while awaiting relocation.

Goal Statement	Program Performance Measure/Objective
Outreach and/or contact with clients re: status of relocation cases and appeals.	Provide information, documents, consultation and advice to outside counsel on federal appeals.
Work with outside counsel on advocacy with ONHIR through litigation and legislation.	Provide information, documents, consultation and advice to outside counsel on federal appeals.
Assist and advise the Navajo-Hopi Land Commission and NHLCO.	Participate in NHLC meetings; draft documents when requested, and provide legal advice to NHLCO.
Intake clients will receive advice and/or referrals by the Navajo- Hopi Legal Services Program.	Intake services (phone calls or walk-in inquiries on a variety of legal matters, including relocation).
Assist other DOJ units – HSGU/NRU/ECDU.	Represent Tuba City CSS before OHA; provide other assistance as needed/requested.

## Office of Prosecutor of the Navajo Nation

The Office of the Prosecutor shall have authority to prosecute to completion all cases involving alleged violations of the Navajo Nation Code by all persons and to conduct investigations and other activities thereto for the conduct of its affairs; and to assume certain responsibilities with respect to civil matters, including extradition and exclusion proceedings.

Goal Statement	Program Performance Measure/Objective
File/Decline 80% of every (100) adult criminal cases presented to OTP by law enforcement (via incident reports).	Prosecution of adult criminal offenses.
File/Decline 90% of every (100) juvenile referrals made to OTP by Department of Social Services or law enforcement or other entities.	Resolution of children's cases per ABBA (DL, AN & CHNS).

## Department of Justice

Initiate investigation/prosecution or decline 90% of every (100) referrals properly made to WCCU via any source.	Prosecution/Investigation of White Collar and government corruption offenses.
# of public education presentations provided to public safety partners and # of public education presentations provided to public safety partners.	Public education and collaboration aimed at prevention and intervention.
Upload 90% of every (100) incident reports and JV referrals into JustWare.	Administrative and support services performance.

# Office of Management & Budget

Program	Enabling Resolution/Statute
Office of Management and Budget	CAP-17-02, GSCAU-50-02 and 2 NNC § 1201

# Office of Management and Budget

The purpose of the Office of Management and Budget is to direct and manage the allocation and appropriation processes of all funds for the Navajo Nation and to provide management support in the areas of fiscal management, budgets, program operation and management, contracts, grants, and similar agreements. The Office of Management and Budget is to communicate key information necessary for decision-making using principles of sound management and generally accepted processes and procedures.

Goal Statement	Program Performance Measure/Objective
Process NN documents: analyze, assess TA to division to decrease defective documents to meet OMB/NN prerequisites.	550 documents per quarter: 164 doc; BRR, supplemental bdgt; carryovers, IDC, awards/mods, etc. for NN & External funds. 2,200 annually
Conduct grant compliance review on contract/agreement re: external funds awarded to NN	Issue qtrly compliance report: 12 Analysts x 8 compliance rpts = 96 p/qtr; = 384 compliance rpts annually.
Issue NN Organizational Reports: Plans of Operation, Prg Perf./ Assessments, COA, LC, Budget Expenditure (GF and Ext. fund) for 3 Branches.	Five reports per/qtr: (1) Status of PoO, (1) COA, (1) LC, (1) Bdgt Status GF/Sihasin/Perm Trust & (1) Budget Status Ext Funds
Information Technology Assistance, i.e., hardware/software installation, upgrades, issues and problems.	Provide 200+ units of IT services p/qtr. to OMB & other NN Offices.
Covid 19 Pandemic: Work w/OOC, OPVP & B&F to award ARPA NN fund	Timely review/process eligible/legitimate funding applications: 100 Total applications

#### Major Accomplishments

- Worked with programs and chapters to enter Navajo Fund carryover budgets. Other Chapters funds include Sales Taxes, Gaming and Unhealthy Tax Funds that need to be entered into FMIS.
- Worked with the Department of Personnel Management on the FY 2023 5% GWA figures for the Executive, Legislative and Judicial Branch. Budgets/Business Units will be adjusted accordingly.
- 3. Prepared budget related reports, including the second quarter expenditure reports and budget transfer reports. Review budget transfers, 164 review documents, and supplemental funding requests and prepare review memos when needed.
- 4. The 1st Quarter Conditions of Appropriation and Legislative Concerns, Plans of Operation, and Program Performance Summary Reports 1.vere completed in February, 2023 and disseminated to leadership.
- 5. Twenty-Seven Business Units have been created for Chapter Projects allocated US Treasury ARPA Funds.
- 6. The Nation has received nineteen (19) out of twenty (20) CY 2023 Awards with P.L. 93-638 Bureau of Indian Affairs (BIA). All contracts have been awarded except for Forestry Management Program which is pending President's signature.
- 7. FY 2023 IDC Rate of 12.59% was accepted by the Nation on March 2, 2023 and discussion has begun for FY 2024 IDC.
- 8. All three (3) Contracts have been awarded on from December 23 (EMS), 28 (HMS), and (NTCCTF) 30, 2022 with P.L. 93-638 I.H.S. Contracted Programs.
- 9. The Nation expended 100% of CARES Act Funding. Award will need to be closed out pursuant to FY 2014 NN BIPM Appendix R Section V. I.

## The Budget

NAVAJO NATION - OMB					
105001General Funds Budget					
As of 04/11/2023					
Expenses	FY23 Budget	1st Quarter Expenses	2nd Quarter Expenses	3rd Quarter Expenses	4th Quarter Expenses
2001 Personnel Expenses	2,588,024.78	266,947.72	768,937.60		
3000 Travel Expenses	7,610.00	217.75	2,834.07		
4000 Supplies	35,262.25	181.77	3,973.50		

5000 Lease & Rental	95,486.00	24,527.10	50,815.10	
5500 Communications &Util	9,610.00	1,231.58	2,824.74	
6000 Repairs & Maintenance	23,555.75	22,289.40	1,276.75	
6500 Contractual Services	71,646.72	71,646.72	71,646.72	
7000 Special Transactions	127,349.00	2,609.90	5,803.47	
TOTAL	2,958,555.50	389 651.94	3,348,207.44	

#### NAVAJO NATION OMB

#### K211540 ARPA Budget

#### As of 04/11/2023

Expenses	FY23 Budget	1st Quarter Expenses	2nd Quarter Expenses	4th Quarter Expenses
2001 Personnel Expenses	374,662.80			
3000 Travel Expenses	2,000.00			
4000 Supplies	98,056.00		132,692.05	
5000 Lease & Rental				
5500 Communications & Util	80.00			
6000 Repairs & Maintenance	80,000.00			
6500 Contractual Services				
7000 Special Transactions	2,818.00			
TOTAL	557,616.80		132,692.05	

#### Challenges

- 1. Currently OMB overall, has sixteen (16) vacant positions. OMB has been operating at 60% of full staffing level for more than a year so work has been very arduous and taxing but the staff have produced the work. OMB has tried advertising on an "open until filled" basis and on a "tier" basis (Senior, Regular, and Associate levels) but with minimal success. The Department of Personnel Management (DPM) takes a long time to process these matters.
- 2. OMB was relocated out of Administration Building One in October, 2019, so remedial work could be done to address and fix air quality problems so staff do not continue to be sick (nausea, headaches, irritated eyes, nose, and throats). After three and 1/2 years this has not been done. OMB is currently in three conference rooms in the Navajo Nation Museum building using plastic folding tables which is very uncomfortable, inadequate storage and filing capacity. The network system does not always work. This is costing \$8,500 per month.
- 3. Due to Audit Report No. GR-60-15-015 of September 2015 conducted by Office of Inspector General (OIG) the Navajo Nation has been put on "high risk". Now several USDOJ Grants have a frozen account on the Grants Management System (GMS) because the Navajo Nation is not in compliance. Therefore, the Navajo Nation cannot drawdown funds from GMS. Budget and Finance Committee is requesting for additional information and have called meetings with OPVP, Judicial Branch, and NN OOC, and Navajo Department of Corrections to explain why Judicial Branch cannot draw down monies.
- 4. Programs not complying with the Navajo Nation Budget Instruction Manual (BIM) and wanting someone to provide training.

## Key Meetings

- 1. Bi-monthly meetings with oversight committee, Budget and Finance Committee, and other committees as requested on budget expenditures, audit issues, and other matters. ARPA funding is a common topic. Orientation is provided.
- 2. 25th Navajo Nation Council Orientation. We provided an overview on current funding and expenditures for Navajo Veterans programs.
- 3. Audit meetings were held on various audit issues with OPVP, Divisions, and OOC or DOJ.

#### Recommendations

 The External Funds group in the annual budget comprises the majority of funding to the Navajo Nation - more than 80%, from multiple federal/state sources. This budget activity is difficult because of its size complexity. Activities include grant proposals and agreements, modifications, budget transfers and reallocations, audit issues, and other reporting requirements. Many times oMB faces a lack of concern or urgency from Division personnel so important work is not addressed in a timely manner. oMB recommends the following:

- OPVP designate a staff person to help oMB and others to address, handle, and coordinate timely work to resolve issues. OPVP is the supervisor of all Divisions.
- The "Budget/Finance Family" or team should also assist in these matters.
- A regular and consistent effort should be made to do this work; it is needed.
- 2. Infrastructure/Capital Plan. The Executive Branch should initiate an effort to plan and develop a comprehensive and overall plan for infrastructure and capital development. This would include power lines, waterlines, housing and buildings, etc. When this is done then priorities could be identified and funding as well. There is several fund sources; i.e., ARPA, Sihasin, General Funds, and other sources.
- 3. The Branches and sub-units (Divisions) should work to develop strategic Navajo Nation priorities based on needs. This could establish a comprehensive plan to guide development and funding for the Navajo Nation annually and over a five (5) year period.

# Office of the Navajo Tax Commission

Program	Enabling Resolution/Statute
Office of the Navajo Tax Commission	NABIJY-39-14

# Office of the Navajo Tax Commission

The Office of the Navajo Tax Commission was established to provide professional management, training, technical expertise, supervisory and administrative support in the administration of all Navajo Nation taxes.

Table 1. Office of the Navajo Tax Commission performance-based budget goal statements and program performance measures. (NNC Resolution No. CS-42-22)

Goal Statement	Program Performance Measure/Objective
Meet the FY 2023 tax revenue projection of \$107 million.	ACCOUNTING: Administer and collect tax revenue generated by the nine Navajo taxes.
To enforce the Uniform Tax Administration Statue, Sections 101-141.	COMPLIANCE: Perform 2,500 desk audits per quarter for (9) types of taxes.
To enforce the Uniform Tax Administration Statues, Section 101-141.	AUDIT: Perform extensive field audit on (6) taxpayers.
To consistently apply and practice a fair tax appeals process.	LEGAL: Continue to work with taxpayers in opening, hearing and closing appeals.
To properly administer and determine lease value applicable to the Possessory Interest Tax.	VALUATION: To value oil and gas leases, coal leases, rights of way and business site leases.

## ${\it Major\, Accomplishments}$

- 1. ONTC met and exceeded the Fiscal Year 2023 Tax Revenue Projections.
- 2. ONTC Audit Department performed 6 audits.
- 3. ONTC hired an Office Specialist.

Office of the Navajo Tax Commission

#### Challenges

ONTC Compliance Department has six staff positions budgeted. There are currently three (3) vacancies. The three staff have been with our office for a year or less. They are all on continuous training to learn all the policies and procedures, and doing their best to keep up with the workload.

The Executive Director and Senior Minerals Assessment Specialist positions have been difficult to fill since they both retired and left a huge void in the historical knowledge on Navajo Nation Taxes.

#### The Budget

1QFY23: 79.26%2QFY23: 65.57%

#### Key Meetings

- 1. The ONTC has met twice with NTEC and partners regarding the Solar Tax Proposal
- 2. The ONTC had several meetings with NN Minerals Department regarding an exemption on tertiary recovery of crude oil under the Severance Tax.
- 3. The ONTC has provided Tax Trainings/Workshops with NN Business Regulatory and Regional Business Development Offices, and NTEC.

#### **Recommendations**

None listed

## Office of the Controller

Program	Enabling Resolution/Statute
Office of the Controller – Admin/Financial Services	CAU-34-11 and 12 NNC § 201
Purchasing Department	BFMA-07-13
Property Management Department (PMD)	
PMD – Office Supply Center	BFMA-07-13
Navajo Nation Permanent Fund	CJY-53-85
Credit Services Dept. (CSD) - Home Loan Prig	BFN-41-18
Credit Services Dept. (CSD) - Personal Loan Prg	BFN-41-18
Scholarship Plan for Finance & Accounting	BFMY-47-96

### Major Accomplishments

- 1. Identified the \$161.2 million projected general fund revenue that will be available for budgeting in Fiscal Year 2024.
- 2. Issued 3,649 ARPA Hardship assistance checks amounting to \$4,533,000 for the quarter end March 31, 2023.
- 3. To date, OOC has issued ARPA Hardship assistance checks to 346,279 enrolled Navajos amounting to \$568,991,100.
- 4. Timely processed the bi-weekly payroll of 4,300 Navajo Nation employees amounting to \$30,585,023 for the quarter end March 31, 2023.
- 5. Processed 22,688 payments to vendors, consultants, contractors, clients amounting to \$91,990,488.
- 6. Processed within 24 hours of month end the out-of-pocket travel expense reimbursements to travel p-card holders.
- 7. Completed the 164 review of contract packets within the 7-day timeline.

## Challenges

1. Short staff: OOC has over 30 vacant positions

- 2. Office space: No office space to relocate Hardship employees in the event OMB moves backin their office space.
- 3. Training budget: Insufficient budget to train and enhance employee skills and knowledge.
- 4. Personnel budget: Insufficient budget to raise employee salaries and boost employee morale.

### The Budget

Table 1. Office of the Controller budget status report for the period ending March 31, 2023. (Office of the Controller)

Program	Budget	Expenditures	Budget Balance
Office of the Controller (Admin)	\$8,102,005.46	\$2,824,982.04	\$5,277,023.42
Purchasing Department	716,777.12	285,290.95	431,486.17
Property Management Dept.	987,397.06	261,785.73	725,611.33

Detailed breakdown of the OOC budget LOD 4 also available.

#### Key Meetings

- Navajo Nation Council Winter Session
- Budget and Finance Committee Meetings
- OOC/OPVP/DOJ Joint Procurement meetings
- Resources Development Committee meetings
- Law and Order Committee meetings
- Audit meetings
- Investment Committee meetings
- External Funding Agency meetings.

#### **Recommendations**

- 1. Salary study to upgrade the salary of OOC employees that is comparable to other government organizations and Navajo Nation enterprises.
- 2. The Office of the Controller needs office space to house all employees in one facility.
- 3. The Property Management Department/OOC facility is dilapidated; needs a new building to house employees and equipment returned by the Navajo Nation programs.

## Office of the Controller

To formulate, implement and execute the financial plans and policies of the Navajo Nation that are accurate and complete accounts. To report assets of the Navajo Nation that are properly protected and implement improved methods of financial management.

Goal Statement	Program Performance Measure/Objective
General Accounting financial activities for all Navajo Nation Fund.	A. To reconcile all bank statements w/in 20 days of receiving bank statemnt from bank.
Process accurate biweekly payroll check for all Navajo Nation employees.	To process 20,000 employee time sheets qrtrly so they can receive biweekly payroll check.
Process vendor invoices within 30 days of receipt at Accounts Payable.	To pay vendor invoices within 30 days of receipt at Accounts Payable.
Contract Accounting reporting of external funds.	A. To submit all financial reports to grantor per quarter
To effectively report bank balance: forecast daily balance & maintain NN cash position.	A. To reconcile & maintain accts. receivable due NN by the 10th of ea. mo. p/qtr B. To record and receipt all cash and wire transfers transaction for the NN.

# **Purchasing Department**

To provide assistance to the Navajo Nation Programs, Departments, and Divisions, to comply with the Navajo Nation Procurement Rules & Regulations. To provide rules, procedures, and guidelines relating to procurement of all goods, including supplies and services, but not limited to the procurement of information technology and construction and to the Navajo Nation purchasing system.

Goal Statement	Program Performance Measure/Objective
Educate OOC staff & NN employees on the NationÕs Procurement Rules & Regs.	Train NN employees on the NN Procurement Act and Rules & Regulations.
Educate OOC staff & NN employees on the FMIS 6B Procurement process.	Provide training/refresher-training to OOC staff & NN employees on FMIS 6B procurement
Ensure accurate & compliant contracts are encumbered within a reasonable timeframe	Report the # of days outstanding when received and stamped at OOC Purchasing
Ensure accurate & compliant receiving records are completed within a reasonable timeframe.	Report the # of days outstanding when received & stamped at OOC Purchasing
Ensure all Order Requisitions/Purchase Requisitions are tracked appropriately in FMIS	Report the # of outstanding requisitions received & stamped by Purchasing

# **Property Management Department**

NONE. (Plan of operation purpose)

Goal Statement	Program Performance Measure/Objective
To report customer services to Navajo Nation programs/departments	a) # of new orders for personal/real properties; b) # of shipments/equipment deliveries processd; c) # of titles registrated for new vehicle, ATV, Flat-bed Trailer & motorcycle; d) # of requests for surplus ofc. furniture/equipmnt; e) # of trngs provided to prgs of proper custodial responsibilities/accountability.
To catalog/track the NN personal & real properties	a) # of properties tagged per 100/unit; b) # of transactions (100/unit) to updates FMIS inventord property list; c) # of physical inventory per prgms in accordance to 2 yr. plan.
To provide storage of surplus NN personal and real properties	a) # of prgms excess ofc equipmnt/furniture; b) # of tribal vehicle surplus sold & disposition from submitted to FA section; c) # of surplus sale achieved of personal properties.
To capture all NN capitalized assets	a) # of fixed asset transactions to record new constructn & improvemnts for real properities; b) # of fixed assets transaction to track all new capital assets purchased by NN.

# Property Management Department – Office Supply Center

To provide assistance to the Navajo Nation Programs, Departments and Navajo Nation Government, provide services, source of office supplies at a low price.

Goal Statement	Program Performance Measure/Objective
Maintain inventory stock at adequate levels.	To restock bulk purchases of supplies, conduct supply bids three times every quarter.
Monitor received Stationery Supply Order (SSOÕs) forms & delivery in a timely matter.	To process 215 SSO order p/qtr and deliver within (7) business working days.
Maintain qrtly inventory turnover ration to report/monitor inventory sales.	To maintain quarterly inventory Ration to greater than .40 per quarter.
Monitor/maintain adequate inventory stock levels to satisfy customer demand.	To conduct 1 physical inventory per quarter.
Maintain a Gross Profit Ration at or above the yearly average.	To maintain sales within a Gross Profit Margin greater than .25 per quarter.

# Navajo Nation Permanent Fund

The Permanent Fund was established in 1985 for the primary purposed of aiding and ensuring the long-term fiscal solvency of the Navajo Nation Primary Government. The fund is intended to grow for a period of twenty (20) years (1986 to 2006), at the end of twenty (20) years, ninety-five percent (95%), of the income will be utilized to support the operation of the Navajo Nation Government, per a five (5) years expenditure plan approved by the NN Council. The only expense during the twenty (20) year period is investment management of the fund and other related expenses.

Goal Statement	Program Performance Measure/Objective
Presentation of Financial Assets	Maintain current 9/30 Market Value throughout FYÕ2023.
Growth of financial assets.	Attain annual return of 4% above CPI.
Reporting of Performance against benchmark calculations.	Submit to the Navajo Nation Committee within 60 days after each qtr. end.

## Finance & Accounting Scholarship

The Scholarship Fund was established in 1996. To fund Finance, Accounting, Economic and Public Administration majors.

Goal Statement	Program Performance Measure/Objective
Scholarship fund will be monitored against investment mgrs. contribution recÕd annually	To encourage major in Finance, Accounting, Economic and Public Administration among Navajo students.
Award \$5,000 to at least (12) students per year depending on the contributions received.	Finance, Accounting and Economics and Public Administration degree.

# Credit Services Department – Home Loan

The Plan of Operation authorizes the administrative and management functions of the Home and Personal Loan Program and service and maintain accountability for the assets, property and

outstanding accounts receivables. Administer the Home Loan Program per approved Operating Policies ad Guidelines by the Budget and Finance Committee of the Navajo Nation Council.

Goal Statement	Program Performance Measure/Objective
Collect complete loan applications to determine eligibility and/or ineligibility.	Evaluate 36 applications by Loan Officers to seek potential home buyers.
Disseminate information on the Home Loan Program throughout all the Navajo Agencies.	Conduct 36 comprehensive presentations to seek potential loan customers.
Refer applicants to the Home buyers Education class	Certify 20 potential home owners upon completion of the Home buyerÕs Education class.
Will process 12 Home Loans for closing.	Will process and approved 3 Home Loan applications per quarter
Submit 4 loan accounts for litigation for repossession with Dept. of Justice (DOJ)	Will process 1 Home Loan account for litigation per quarter.

# Credit Services Department – Personal Loan Program

Authorizes the administrative and management functions of the Home and Personal Loan Program, and service and maintain accountability for the assets, property and outstanding accounts receivables. Administer the Personal Loan Program approved Operating Policies and Guidelines by the Budget and Finance Committee of the Navajo Nation Council.

Goal Statement	Program Performance Measure/Objective
Process loan applications for agencies with minimal number of loan approvals.	Approve and close 100 loans from all Navajo Agency who meet eligibility criteria.
Provide information on individual financial responsibility to the Navajo public.	Conduct 12 sessions on Money Management and Financial Education throughout the Navajo Reservation.
Disseminate information on the Personal Loan Program through out all the Navajo Agencies.	Conduct 12 presentations/booth to seek potential customers for loans.
Strategize on collection activities to collect loan receivables due to owing to the NN	Collect \$1200 (\$300 p/qtr.) from the Personal Loan w/the highest delinquency.
Submit 8 accounts for litigation for Small Claims Processing w/Dept. of Justice (DOJ)	Will process 2 Personal Loan account for litigation per quarter.

# **Division of Community Development**

Table 1. Division of Community Development programs and enabling statutes. (Navajo Nation. Off. of Man. and Budget. Status Report on Plans of Operation (FY 2023 – 1st Quarter). OMB, 2023)

Program	Enabling Resolution/Statute
Division of Community Development - Administration	RDCO-77-16 and 2 NNC § 1451
Community Housing & Infrastructure Department	RDCO-77-16
Administrative Services Centers	RDCAU-71-18
Capital Projects Management Department	RDCO-77-16

# Division of Community Development – Administration

The purpose of the Navajo Division of Community Development shall be to develop a dynamic and cohesive plan for community development activities and provide relevant community education for orderly growth of the Navajo Nation that contributes to self-sufficiency of communities and families by constructing quality homes, community chapter.

Goal Statement	Program Performance Measure/Objective
Implement amended Plans of Operations	Monitor program performance to ensure service deliver
Work with chapters to update community land-use plans	Conduct community land-use plan orientation
Provide chapter web site and google training to chapters and DCD staff	Provide 1 web site or google training every mont
Assist Chapters LRAC with road/street center lines assessment	Provide training to Chapter LRAC to identify existing road/streets for namin
Issue physical address verification documents to Navajo Nation residents	Receive application, verify and provide PAV documents
Support solid waste infrastructure	Pay for solid waste disposal related transfer stations.
Support Chapters w/legal reviews and advice	Hire/Train/enhance capacity on NN Laws affectg chptr govt

### Major Accomplishments

- Emergency Snowfall Council Meeting funding of \$3.0 million using the 50/50 distribution.
- Meeting with NTUA on Section 9 of CJN-29-22 for sub-recipient agreement.
- 37 chapters provided with IT technical assistance for website issues, online security, passwords, training, equipment troubleshooting, software, email, WIND, and connectivity issues.
- ARPA updates with honorable Danny Simpson Chapters in White Rock, NM. FRF staff helped the 8 chapters with their spending plans and budget forms.
- ARPA updates with honorable George Chapters in White Horse Lake, NM. FRF staff helped the 8 chapters with their spending plans and budget forms.
- ARPA and Síhasin project updates with honorable Herman Daniels Chapters at Twin Arrows.
   A project manager will be assigned to the multipurpose building projects, and the APRA projects.
- A much-needed Supervisory Training held at Twin Arrows for the 65 non-certified chapters.
   ASC received very good reviews from the chapters. Another one will be held for certified chapters soon.
- Sub-recipient agreements were established between NTUA (home connection), Chinle Chapter (chapter ARPA projects) and Sandstone Housing (Navajo, NM Housing)
- Contracts will be issued to NECA for the \$150 million-bathroom additions and \$50 million is in process for modular homes under CHID.
- Síhasin CAP 35-18 projects we have 70% complete for year one and year two and three combined due to COVID.
- Capital outlays projects Senate Bill 309 and House bill 505 passed for the extension of the CPMD projects.
- FRF projects under CJN 29-22 section 3 on the \$8.8 million for the Council Delegate region. We need to rescope and cost estimate these projects.
- NMIAD projects some big infrastructure projects are coming up.

#### **Information Technology**

- 37 chapters provided with IT technical assistance for website issues, online security, passwords, training, equipment troubleshooting, software, email, WIND, and connectivity issues.
- 3 DCD newsletters published (January, February, March) and distributed via email to chapters, DCD website, and Navajo Nation website
- Chapter trainings conducted:

- Full Tech Support hours every week Tuesday 10 AM -12 PM & Thursday 8 AM 10 PM throughout the quarter. This included website training for chapters on a case by case basis and hands-on instruction on website maintenance or troubleshooting.
- Individual Navajochapters.org Website Trainings were scheduled and provided to chapter staff and officials for Tuba City, Wide Ruins and Indian Wells Chapters.
- Installed new computers, peripherals and software for CPMD and ASC and configured for staff use.
- Attended Tribal Broadband Bootcamp Training January 22-26.

#### **Rural Addressing**

- Attended delegate regional meetings where we discussed ARPA information related to CJN-29-22. The main topic of discussion was Section 4, which focused on rural addressing tasks.
   The chapters were encouraged to prepare themselves for these tasks and be "shovel-ready".
- The Shiprock LRAC is currently preparing Right-Of-Way (R-O-W) packets for all of the 50 plus BIA roads that were part of the public hearing at the Shiprock chapter house in December 2022. They are in the process of gathering quotations for road and street sign materials.
- The West Water Creek Navajo community had scheduled a fieldwork session to install two intersection signs for the street named "Bear Ears Loop". The base post for these signs was already installed in the previous year, completing the installation of all street signs in the Navajo community located west of Blanding, UT.
- The fieldwork for creating new address points in To'Hajiilee has been completed, along with the Bureau of Land Management's request for physical addresses for the water pump that is a part of the water pipeline from Farmington to Gallup.
- Participated in a strategic discussion with the NN Human Rights Commission to ensure that Council Delegate Seth Damon is prepared for the upcoming US Postal Service report, which the NN Council requested under the NABIF-01-23 legislation. The report is intended to complement the NABIN-47-21 legislation.

### Challenges

- 1. Short Staff in all the programs, CPMD, ASC and CHID. The IDIQ contract will help with CPMD and CHID housing, but I need to start a recruitment program for the ASC chapter staffing.
- 2. The lack of project managers (9) that are taking on 350 Síhasin, Capital Outlay and FRF projects. The IDIQ contract will help in this area.

- 3. The scoping and project readiness of all these projects will need to be done. Mostly all the projects were estimated before COVID and pricing have increased. The IDIQ contractors will be re-scoping and re-estimating these projects.
- 4. A better file management system needs to be implemented. Right now, only all the PM have all the necessary information. A software Procor will be purchased and used for a better file management system. The FRF Division would also like to use the software for the FRF projects.
- 5. Renovation projects from \$100k to \$250k, CPMD is having very little success in getting contractors to bid on these projects. The lengthy time to pay these contractors is the main reason, and the bonding requirement for the small priority 1 contractors to have on these projects. A task team is working on raising the limits for bonding from \$50k to \$250k is in process.
- 6. On the ASC side, title 26 will be revisited. A task team is being developed to review and make recommendations to possible changes or enhance.

#### **Information Technology**

Many factors are contributing to an increased need for tech support and training assistance. The ARPA projects and all the additional staffing and workload, frequent staff turnover at the chapter level and in departments, and the need for more mobility for the staff make it challenging to provide adequate support for staff. Additional intensive support is usually needed to both training and provide support at the same time. An additional tech support technician would be a welcome addition to help with the additional workload.

The ongoing COVID-related cases result in staff having to work remotely. More training is needed for staff who are working remotely on available tools, resources, and best practices especially on electronic document processing and remote communication. DCD IT holds weekly mini-training sessions for staff for these types of situations. However, staff need to take advantage of these opportunities.

#### **Rural Addressing**

The NN Addressing Authority requires additional staff to assist the chapters that want to keep up with the CJN-29-22, such as Crystal and Black Mesa. Some chapters are dissatisfied because they believe that when the DCD launched the ARPA portal on the DCD website in June 2021, it was automatically assumed that guaranteed funding would be provided.

Per plan of operation approved by RDC in January 2023, Navajo Addressing Authority Department was established as a new department. NNAA needs funding to hire staff and secure additional offices, equipment, operating budget, etc.

#### Lessons Learned

- 1. Working with the oversight committee is very crucial.
- 2. Working and communicating with your DOJ advisors.
- 3. Customer services by your staff needs to monitored.
- 4. Try to have short weekly meeting with the staff by programs.
- 5. Weekly priority schedule from the staff very helpful.
- 6. Monthly newsletters for the chapters and public very helpful.
- 7. Keeping an open-door policy for the staff as they ask questions about our directions of the program.
- 8. Transparency by using the websites.
- 9. Time management by visiting Council Delegates regional chapters and district council meetings.
- 10. Work with the other Division Directors on finding solutions to our program's needs.

#### Key Meetings

- 1. January 10, Navajo Nation Council Special Meeting on Snowfall 2023 Emergency Funding Session.
- 2. January 27, Honorable Danny Simpson chapters ARPA updates at White Horse Chapter.
- 3. February 22, RDC introduction meeting to new members.
- 4. February 24, Honorable George Tolth Chapters ARPA update meeting.
- 5. March 3rd and 4th, pre-strategic meeting session in Farmington NM.
- 6. March 14, Budget and Finance meeting Síhasin Project updates assignment due by April 24th.
- 7. March 16, Honorable Herman Daniels Chapter ARPA update and CAP-35-18 Community Multi-purpose building updates.
- 8. March 18, North Agency Council Meeting DCD updates.
- 9. March 21, HEHSC meeting VA homes report.
- 10. March 24, Strategic Planning Meeting.
- 11. March 29, ASC training for non-certified chapter supervisory training.
- 12. April 7, Fort Defiance Agency Council meeting DCD updates.

#### **Recommendations**

1. Staffing is a big issue due to low wages and housing. Paying contractors in a timely fashion. CPMD is having a hard time getting contractors to bid on renovations projects. We need to

- get a hold of overpaying for building construction. We are paying \$900 SF while the average rate nationally is \$200 SF.
- 2. On the ASC side according to my legal advisor, the system is broken and changes have to be made. Council Delegate Jesus is looking at making changes to Title 26. She will be assembling a task team in May.
- 3. One very key is time management. Individual meetings with personal complaints and chapters take too much time. I need other ASC staff to take on the complaints and chapter issues.
- 4. Setting up a very good file management system where anybody can find critical information is necessary for this program. Instead of finding the individual that has all the files and documents.
- 5. The key to a successful project is the SOW, internal cost estimates and a good understanding of the contract and method of executing the contract. I may need to setup training for the estimators and project managers.

### The Budget

Table 1. Division of Community Development budget status summary report for the period ending March 31, 2023. (Division of Community Development)

Fund Type	Fund Name	Fund Period	Original Amount	Revised Amount	Budget Balance	Percent Balance	Budgeted Positions	Current Budget Vacancies
GF	Executive Administrat ion	10/01/22 – 09/30/23	1,994,516. 00	3,124,116. 30	1,526,623. 25	49%	12	0
GF	Capital Projects Manageme nt Dept	10/01/22 – 09/30/23	1,672,665. 00	2,170,108. 83	1,632,692. 45	75%	16	5
GF	Administrat ive Services Center	10/01/22 – 09/30/23	2,178,976. 00	2,273,781. 88	1,432,666. 17	63%	21	2
GF	Community Housing & Infrastructu re Dept	10/01/22 – 09/30/23	2,441,056. 00	2,535,797. 81	1,551,481. 72	61%	3	1
EXT-CDBG ARPA	HUD/CDB G (FY21)	10/01/21 – 12/31/23	3,450,000	3,450,000	3,450,000	100%	4	2
EXT	HUD/CDB G (FY'19/20)	05/15/20 – 09/30/23	7,000,000	7,000,000	2,890,588	41%	4	2

EXT	HUD/CDB G (B-18)	06/18/19 – 09/30/25	990,075	990,075	255,204	26%	4	2
EXT	HUD/CDB G (B-17)	10/01/17 – 09/30/24	1,401,183	1,501,183	154,902	10%	4	2
EXT	HUD/CDB G (B-16)	10/01/16 – 09/30/23	4,158,147	4,158,147	250,704	6%	5	2
EXT	HIP P.L. 93-638 (FY-19)	01/01/19 – 12/31/23	947,738	1,009,177	25,063	2%	18	0
EXT	HIP P.L. 93-638 (FY-20)	01/01/20 – 12/31/23	1,494,208	1,554,517	127,900	8%	20	0
EXT	HIP P.L. 93-638 (FY-21)	01/01/18 – 12/31/23	1,432,250	1,547,576	1,338,409	86%	19	1
EXT-BIA ARPA	HIP P.L. 93-638 (FY-21)	01/01/20 – 12/31/24	9,916,686	9,916,686	9,726,473	98%	11	11
EXT	HIP P.L. 93-638 (FY22)	01/01/22 – 12/31/24	1,710,641	1,710,641	1,710,641	100%	19	0

# **Community Housing and Infrastructure Department**

The Department is established to promote and develop improved living conditions for Navajo families and strengthen communities through programs for community housing, utility service, public facility and economic development improvements.

Goal Statement	Program Performance Measure/Objective
Temporary employees to assist with housing repairs and infrastructure activities	Programs & Project Specialist to oversee performance on daily basis 1/qtr
Ensure self-monitoring & compliance with Tribal and Federal laws & requirements	Implement self-monitoring & compliance with laws and regulations to avoid audits. 2/qtr
Complete requested infrastructure activity (water/wastewater & power line ext.) assistance	Develop contracts with utility company to complete construction. 3/qtr.
Complete requested emergency home repair construction assistance	Purchase building materials and rent equipment to complete repairs. 3/qtr.
Professional staff development	To enhance capacity, require staff to attend a program beneficial training. 2/qtr.

#### Major Accomplishments

#### Community Development Block Grant (CDBG) Program

- Construction Inspector. The Accountant Maintenance Specialist for ARPA/BIA is finally being advertised after waiting for DPM to decide on the Appeal.
- BIA/ARPA funding is at 80% completion: 1) NEPA clearance is completed on the forty-nine (49) applicants for the one-bedroom modular home and nine (9) financial documents have been submitted for Purchase orders. Home visit for the two, three and four bedrooms is at 90% completion and once that is completed, NEPA clearance will be started. 2) The modular home vendor will be starting production on two of the modular homes in April.
- Completed one (1) more FY20 house project in Rough Rock and one (1) is schedule for completion in the 3rd Quarter, which is in Coppermine at 60%. Started one (1) FY21 project in Indian Wells and at 10% completion.

#### Community Housing and Infrastructure Department

- CHID has provided a final draft of the DFMC Greasewood Springs CS demolition contract to Arviso Construction to review and approve.
- CHID sent out emails of the CHID housing online application and criteria to all 110 Chapters on Jan. 19, and set a submission deadline on Feb. 24.
- CHID financially assisted with the construction of interior bathroom & bathroom additions for recipients throughout the Navajo Nation.
- CHID is currently conducting home site assessments for the CHID ARPA housing applicants.
- At the request of Council Delegates, CHID reopened the online housing application for Chapters that did not submit applications in the Phase I intake timeline. Deadline was March 31.

#### Challenges

#### Community Development Block Grant (CDBG) Program

- 1. Delay in receiving NTUA project closeout reports and final invoices.
- 2. Delay in filling vacant positions, due to DPM not processing re-advertisements for a Senior Office Specialist.

#### Housing Improvement Program (HIP)

- 1. Personnel: This is still a big probably and feel like Administration needs to take care of the situation since we are being told that we are not filling our vacant positions. Selection on potential employee, but due to slow processing of other department in the Background procedures, some of the applicants withdraw their interest in the employment. We have a carpenter that we selected back in January and he has not gotten his Criminal History report. Second, Department of Personnel do not communicate with Programs or provide a response right away and at times we have to do a follow up just to get some requests or PAF processed.
- 2. Due to the confusion on the HIP BIA/ARPA funds and ARPA funds with CHID, presentation and orientation were done at chapters but HIP was not included which again cause a lot of confusion just as it did last year. Need to involve HIP in meeting, presentation, orientation for Chapters, Council Delegate and others so there is a clear understanding what Housing Improvement program is about.
- 3. Need internal collaboration and assistance within DCD since we are all under one umbrella with one mission and goal, which to my understanding is to help the Navajo Community members throughout the Reservation. We should be working together not against each other.
- 4. Letters have been sent out to the Chapters requesting for assistance in preparation for the delivery for modular homes to their community members and only two or three chapters have responded and are willing to meet with us to plan.

#### **CHID Administration**

- 1. Delay in filling vacant positions, due to no applicants, lack of qualified applicants.
- 2. Weather delay in completing housing renovations and home site assessments.
- 3. The need for a secured location is still needed, preferably, in the Window Rock area to store heavy equipment, construction equipment and building materials.

## Administrative Service Center

The purpose of the Administrative Service Centers shall be to provide technical assistance and training for chapters to become self-governing units of local govern; monitor and ensure Chapters comply with all Navajo Nation fiscal policies, procedures and laws when tracking, receiving, allocating and expending all funds; assist Chapters in establishing sustainable Chapter.

Goal Statement	Program Performance Measure/Objective
To build & assist the 110 chapters w/the Five Management System policies & procedures	Each ASC office will be assisting chapter on updating their FMS policies & procedures including internal policies & procedures.

To provide guidance & step to all Sanctioned Chapters & lift of sanction status & monitor corrective action plans.	Assist Sanctioned Chapters on correcting their audit findings.
To provide guidance and steps to assist Chapters with audits & corrective action plans	Prepare assigned Chapters for upcoming audits with monitoring and reporting.
To establish sustainable Chapter operations and emergency preparedness.	Review Chapter emergency plans of all 110 Chapters in accordance with public health emergencies health orders & safety practices.
To establish critical coordination efforts w/other tribal departments and programs relating to local/self governance.	Maintain partnerships to assist w/Chapter Community Land Use Planning to flourish Chapter community projects.

#### Major Accomplishments

- ASC Department Manager completed transfer and transition of duties and responsibilities to close out tasks prior to her resignation date of April 7. James Adakai, Deputy Director, will be delegated as DMII.
- DCD/Administrative Services Center (ASC) Plan of Operation amendments implemented for Chapter Officials Training on delegated supervision for Non-LGA certified chapters.
- ASC sub-offices assisted with ARPA project packets for assigned chapters and coordinated communication efforts with ARPA team and FRF Office including Council Delegates.
- Transition of direct local supervisors at non-certified chapters in progress with Chapter Officials and SPPS.
- Completed the submission of chapter budgets, Audit Corrective Action Plans, Chapter FEMA packets, and MIP reports.

## Challenges

- 1. Short-staffed, vacant positions at all levels (chapters and ASC offices); many vacancies across the Navajo Nation (accounting positions hard to fill). DPM manual hand-written process is a delay as well as Background Checks.
- Project management and 164 Review Process training needed for ARPA funds for chapters, Council Delegates, and CPMD coordination.
- 3. ARPA has been a challenge to understand and share with the chapters. The next step, once the legislations are approved is needed. More communication is needed for Chapters.
- 4. Getting chapter FEMA packets are difficult to obtain as most chapters are not happy with the outcome of reimbursements based on FEMA reviews by FEMA Representatives.
- 5. Ongoing chapter conflicts and discord between chapter employees, Chapter Officials, PEP workers, and at some chapters, with Council Delegates. Chapter administrative complaints about employees are difficult to manage due to direct local supervision. Chapter meeting and chapter access complaints about Chapter Officials are also difficult to manage.

# Capital Projects Management Department

The purpose and mission of the Capital Projects Management Department (CPMD) is to collaboratively develop an annual capital improvement plan with the Navajo Nation chapters for infrastructure development; to ensure that all construction of the Nation's chapter.

Goal Statement	Program Performance Measure/Objective
Develop CPMD policies, standards, procedures and forms.	Compile and complete by fourth quarter.
Provide Technical Assistance to 110 Chapters on Navajo Nation CPMD projects.	Complete 110 chapters by fourth quarter.
Training for Chapter communities; planning, prioritizing, technical assistance & capacity.	Complete 110 chapters by fourth quarter.
Conduct Project Coordination meetings with chapters and partners.	Complete coordination meetings on quarterly basis.
Analyze potential county, state, federal and private funding.	Recommend external funds request per quarter.

## Major Accomplishments

**Completed Projects and Equipment Purchases** 

- 1. Bahastl'ah Chapter 40' ft. trailer -- January 11
- 2. Sweetwater/Tolikan Chapter Heavy Duty Truck February 21
- 3. Tse Łichíí' (Red Rock) Chapter Heavy Trailer Purchased March 17
- 4. Rough Rock Senior renovation
- 5. Coyote Canyon Parking Lot survey
- 6. Red Lake Chapter survey
- 7. Forest Lake Senior Ph 1
- 8. Tsé'ii'ahí Head Start February 23: Construction 100% complete
- 9. Sawmill Power line Completed March 2023 pending final inspection.

New Mexico Intergovernmental Agreements (IGAs)

Thirteen (13) IGAs from NM SB 212 were submitted to NM IAD during the first quarter and are still awaiting signatures by NM IAD Secretary.

- 1. G3305 Alamo Power line and Waterline Extensions
- 2. G3278 Crownpoint Community Cemetery Upgrade
- 3. G3292 Naschitti Chapter Scattered Power line
- 4. G3279 Pueblo Pintado Badger Springs Power line

- 5. G3274 Tohajiilee Chapter Bathroom Additions
- 6. G3282 Thoreau Chapter House Wiring
- 7. G3277 Mariano Lake House Wiring/Recertification
- 8. G2460 Crownpoint Chapter HVAC Building Renovation
- 9. G2482 Smith Lake Chapter Veterans Center Center Renovation
- 10. G3280 Church Rock Chapter Warehouse (Glove Factory)
- 11. G3291 Newcomb Chapter House Roof Repair
- 12. G3276 Chichiltah Chapter Water & Waste Water System
- 13. G3281 Tsé'ii'ahí Chapter Water Line Extension

Received six (6) Tribal Infrastructure Fund (TIF) IGA from were received from NM IAD by Contract Analyst. Five IGA 164B are currently at President's Office for Signature. One project is pending SOW from NDOT.

- 1. 22TIF01 Coyote Canyon Waterline Extensions North/South.
- 2. 22TIF03 Baca Water System Improvements Project
- 3. 22TIF05 Carson Burnham Regional Water System Project
- 4. 22TIF09 Thoreau 371 Regional Supply Project
- 5. 22TIF12 Church Rock Superman Canyon Road (County Road 43) and Bridges pending SOW from NDOT
- 6. 22TIF15 Chichiltah Chapter New Wastewater Infrastructure Company

Received fifteen (15) from reauthorization Capital Outlay IGAs from SB 213 were received from NM IAD January 20. Pending SOWs

- 1. G4041 Ramah Chapter Solid Waste Transfer Station
- 2. G4066 Ojo Encino Chapter Eagle Springs Power line
- 3. G4067 Pueblo Pintado Chapter Power line Construct
- 4. G4068 Tohatchi Chapter Power line
- 5. G4069 Coyote Canyon Chapter Cemetery
- 6. G4070 Lake Valley Chapter Power line
- 7. G4071 Nahodishgish Chapter House Accessibility Improvements
- 8. G4073 Tohatchi Chapter Red Willow Farm Power line
- 9. G4074 Tohatchi Chapter Warehouse
- 10. G4075 Ramah Chapter Solid Waste Transfer Station
- 11. G4076 Smith Lake Chapter Parking Lot Improvement
- 12. G4078 Ojo Encino Chapter Rural Addressing System
- 13. G4096 Shiprock Chapter Wastewater System

- 14. G4102 Nenahnezad Chapter Multi--Purpose Roof Renovation
- 15. G4104 Nageezi Chapter Power line Extension

Received forty-six (46) from STB Capital Outlay IGAs from SB 212 were received from NM IAD January 24. Pending SOWs/Budgets.

Chapters submitted 42 NM Capital Outlay Reauthorization Forms for various Chapters for the 2023 Legislative session -- 42 Capital Outlay Reauthorizations were place on to NM SB 309 and are pending the NM Governor signature in Santa Fe. Bill should be signed by April 7.

Forty-nine (49) Chapters and six (6) other Navajo Nation Entities submitted 184 projects to the New Mexico Capital Outlay Request Portal for the approximately \$250,911,250. It appears that 93 projects for approximately \$50,823,960 were place on NM HB 505 (20.26% of what was requested) and the bill is pending the NM Governor signature in Santa Fe. The bill was expected to be signed by April 7.

NM TIF Portal Training was held by NM IAD in January 21 and 22. A total of 49 projects were submitted to the NM TIF portal by Native American entities. The NM TIF portal closes March 20. It is unknown how many are from the Navajo Nation at this time.

#### Personnel

- Vacant Programs and Projects Specialist position has been filled
- Advertised Project Manager position in Crownpoint, NM
- CPMD transferred into vacant Planner/Estimator position, with General Fund account
- Project Manager transferred into vacant general funded position in Crownpoint
- Assisted FRF ARPA Office with posting DCD FRF positions. Job offers for ARPA
  Planner/Estimator, Project Manager, Office Specialist and Programs and Projects Specialist
  have been offered to qualified applicants.

#### Challenges

DCD continues to implement Síhasin Legislation-35-18 per 12 N.N.C. Section 1310 (F) – NN Bond Financing Act and TCDCJY-77-99 – Capital Improvement Projects Guidelines, Procedures. The challenges include some projects being funded with shortfalls and others were not indeed "shovel ready or construction ready". Year 1 Síhasin expired in November 2022 – Legislation 0026-23 is under consideration by Navajo Nation Council for extension of months to 72.

- 2. Contracting for Projects is under review by new Contracts Compliance Officer to improve CPMD contract capacity and to streamline processes.
- 3. CPMD is still facing issues with COVID-19 exposures and positive for some employees this quarter. Employees still exercising precaution by wearing face masks and sanitizing their work areas, staff wipe the surface areas before and after use when conference rooms are used. CPMD continues limited telecommuting work to aid in the mitigation of the spread of the virus.
- 4. CPMD staff work with a 69% workforce in the office, currently the department has 6 vacant full time positions. We were able to fill 2 positions and continue to advertise for the 4 other positions.
- 5. The Department Manager position has been advertised, application assessments, interviews and selection have been completed.
- 6. The Registered Architect position with adjusted salary is advertised publicly open until filled.
- 7. CPMD having difficulty with DPM regarding advertisement of Program Positions
- 8. Vacant positions are not being filled in a timely manner
- 9. The Office of Background Investigations has been slow in delivering their background
- 10. Adjudication for Staff who requested to be transferred into other program positions

#### Key Meetings

#### Chapter

- January: Mexican Springs Chapter work session
- March: Manuelito project work session, Indian Wells project work session, Dist. 6 Joint Meeting
- Project Managers hold project update meetings, joint council meetings, powerline construction project update meetings on a monthly basis with the Navajo Nation Chapters.

#### Department

- Ten (10) DOJ biweekly meetings
- District 6 Joint Council meeting in Tsayatoh with Del. Seth Damon
- CPMD has scheduled biweekly meetings to keep staff updated with administration and construction projects.
- CPMD has monthly Síhasin meetings with OOC, OMB, CMPD, DOJ, WMB and NDOT to maintain updates with our staff, vendors and owners
- CPMD Project Managers and the new Contracts Compliance Officer to improve CPMD contract capacity

- meeting with ASU, Skye Gillson, Indigenous Architect and Construction. Mr. Gillson had requested blueprints to complete an assignment and provide some assistance to CPMD
- Navajo Nation Division Directors had a meeting on January 19 regarding the State of Emergency for Snow
- New Mexico Capital Outlay Project meeting with OPVP Chief of Staff on Mar 10,

#### Oversight

During the regular scheduled Navajo Nation Council Resources and Development Committee meetings, the Division of Community Development reports the status of Infrastructure Construction Projects and Síhasin Project updates.

#### State

- NM TIF Portal Training was held by NM IAD on January 21 and 22.
- NM Capital Outlay meeting with the NM Senate Finance Committee Hearing

**Federal** 

None

#### **Recommendations**

- The low staff capacity of CPMD is a critical challenge. With only 9 project managers/field staff monitoring over 350 projects is a major challenge for the Department. CPMD capacity requires an immediate increase to successfully plan and implement capital projects and capital purchases.
- 2. Revising the TDCD CIO policies and procedures is recommended to streamline the vetting of new capital projects. This will allow soliciting and selecting achievable projects for completion within prescribed timeframes.
- 3. Year 1 Síhasin expired in November 2022 Legislation 0026-23 is under consideration by Navajo Nation Council for extension of months to 72.

# Department of Diné Education

Program	Enabling Resolution/Statute
Department of Diné Education Administration	CJY-37-05 and HEHSCAP-07-19
Office of Special Education and Rehabilitation Services	HEHSCMY-10-19
OSERS Food Service Vending Program	HEHSCMY-10-19
OSERS Navajo Nation Trust Fund Handicapped Services	HEHSCMY-10-19
Office of Educational Research & Statistics	HEHSCN-29-17
Office of Standards, Curriculum & Assessment Development	HEHSCJA-01-21
Navajo Traditional Apprenticeship Project	HEHSCMY-15-19
Office of Navajo Nation Library	HEHSCS-16-21
Office of Scholarship & Financial Assistance/Teacher Education Consortium	HEHSCN-29-17
Office of Scholarship & Financial Assistance 2	HEHSCN-29-17
Office of Diné School Improvement	HEHSCAP-09-19
Diné YOUTH Administration	HEHSCJA-01-20
Diné YOUTH Chinle	HEHSCJA-01-20
Diné YOUTH Crownpoint	HEHSCJA-01-20
Diné YOUTH Fort Defiance	HEHSCJA-01-20
Diné YOUTH Shiprock	HEHSCJA-01-20
Diné YOUTH Tuba City	HEHSCJA-01-20
Navajo Nation AdvancED/North Central Association	HEHSCN-29-17
Head Start Program	HEHSCAP-08-19
Dine Language Immersion Program	HEHSCAP-08-19
Office of Diné Accountability and Compliance	HEHSCO-031-12
Navajo Nation Board of Education	CJY-37-05
Diné College (Grant)	CAP-35-97
Navajo Technical University (Grant)	CO-58-16
Navajo Preparatory School (Grant)	ECMY-33-91
Phoenix Indian Center (Grant)	BFO-138-02

Note: Due to administrative changes made by the oversight, reports for Department of Diné Education programs are forthcoming pending program submission.

#### Department of Diné Education Administration

The Department of Dine Education is empowered with the authority and the responsibility to implement and enforce the education laws of the Navajo Nation and to work cooperatively with all schools serving the Navajo Nation.

Goal Statement	Program Performance Measure/Objective
To develop regulations & authority to implement Navajo sovereignty by DODE.	To amend quarterly 5 provisions in NN titles 2, 10, & 11 of Navajo Nation Laws.
Based on the amended NN Titles, collaborate with DOJ & NBOE to develop policies.	Conduct 4 work sessions qtrly w/NBOE/DOJ to finalize policies & procedures.
Coordinate with the ControllerÕs Office to process payments/contracts on a timely basis.	To process 15 payments quarterly to vendors & consultants.
Complete the Tribal Education Department (TED) Grant projects w/staff & consultants	Per the scope of work, process 4 consultant invoices.
Negotiate a PL 93-638 contract per technical assistance from BIA.	Conduct collaborative meetings quarterly w/BIA to finalize a P.L.93-638 Contract for DODE.

## Office of Special Education and Rehabilitation Services

Goal Statement	Program Performance Measure/Objective

# **OSERS Food Service Vending Program**

The Food Service Vending Program within the Office of Special Education and Rehabilitation Services provides services to the general public serving readily available breakfast and lunch daily. It also provides catering services to the tribal and non-tribal programs.

Goal Statement	Program Performance Measure/Objective
To exceed quarterly revenues by 5%.	Meet and exceed \$5,000 in revenues per quarter.
Maintain quality health safety regulations.	Successfully meets health quality checks for food services.
Provide quality customer services.	Conduct 5 customer service survey p/quarter to ensure the needs of the customers.
Maintains quarterly inventory of all goods.	Conducts two quarterly inventory of all goods and provides reports

# OSERS Navajo Nation Trust Fund Handicapped Services

The purpose of the Office of Special Education and Rehabilitation Services is to provide quality rehabilitation, independent living and early intervention services to eligible Navajo children and adults with disabilities. A further purpose of the Office of Special Education and Rehabilitation is to assure that eligible Navajo children and adults with disabilities achieve a level of independence, self-sufficiency and equal opportunity to live as productive Navajo citizens.

OSERS Navajo Nation Trust Fund provides 60% for grants awards to tribal and non tribal programs that serves Navajo people with disabilities on the Navajo Nation and 25% is for Independent Living Services for accessibility, assistive technology in their homes. 5% is funded for Independent Living Counselor position to provide direct services and 5% is for the Navajo Nation Advisory Council on Disabilities that serves as a advocacy group for all Navajo persons with disabilities.

Goal Statement	Program Performance Measure/Objective
Seek new referrals from tribal/non-tribal programs & organizations.	Obtain 18 new referrals for independent living services per quarter.
Determine eligibility for new client referrals.	Certification of 15 new referrals per quarter.
Develop individualized independent living plans for services	Implement and support 15 new IL plans per quarter.
Provide home modifications & purchase of other assistive devices for accessibility.	Complete 15 home modifications and/or purchase of assistive devices for accessibility per qtr.
Coordinate meetings & activities with the NN Advisory Council on Disabilities.	Conduct 1 NN Advisory Council on Disabilities meetings. (Regular, special meetings, or activities) per quarter.

#### Office of Educational Research & Statistics

The Office of Educational Research and Statistics is to serve as a resource for the Navajo Nation Education system by providing academic related research and statistical analysis on pupil academic performance and the status of the Navajo education.

Goal Statement	Program Performance Measure/Objective
Provide 4 qtrly report on Formative Assessments for Navajo Grant Schools.	Identify BOY, MOY & EOY of academically proficient Navajo students within 32 Grant schools.
Conduct SGP analysis to measure student growth on BIE unified assessment	Identify Student academic proficiencies above the cut score in 32 Grant Schools.
Administer research focused on educational achievement in school environmental setting	Conduct SEL research studies on student academic success for 111 schools
Monitor effectiveness of Dine language & culture within pedagogy in all sch. classroom	Build longitudinal study on DLC assessments usage in 32 participating schools
Provide data analysis training, research conference and/or tribal consultations w/Navajo schools	Deliver 8 training events, research conferences & tribal consultations w/public, Grant/BIE Schools.

## Office of Standards, Curriculum & Assessment Development

The Office of Standards, Curriculum and Assessment Development is to perpetuate Diné language/culture, history and government, character building in early childhood program, elementary secondary and post-secondary schools, including tribal organizations and communities.

Goal Statement	Program Performance Measure/Objective
Plan & coordinate w/other dept. of Diné Education programs, Dine College & Navajo Technical College in providg resources related to Dine Language, Culture, History, govt. & character buildg	Provide 2 professional develpmt to enhance revitalizatn & maintenance of Dine Language & culture w/schools, parents, communities & other programs
Promote & create publish instruction materials & testing instruments for the teaching of Navajo language & culture.	Establish partnership w/post secondary schools (Dine College & NTU) & meet 2 p/qtr to revise Dine Language & culture assessment for teacher certification
Develop & revised OSCAD for inclusion in DSAP	Three meeting will be held p/qtr to monitor complete project
Monitor the NN Bilingual Proficiency Seal for 12th grade students while revising criteria & manual	Provide 3 trngs to schools to increase # of students participants for NN Bilingual Proficiency Seal qtrly
Coordinate & implement the Navajo Traditional Apprenticeship Project	Recruit one traditionalist and one apprentice qtrly

# Navajo Traditional Apprenticeship Project

Establishing and authorizing the Navajo Nation Trust Fund for vocational education by authorizing and inclusion of Apprentices and Practitioners Participating in the Navajo Traditional Apprenticeship Project as Eligible for use of the Navajo Nation Vocational Education Trust Fund Scholarship.

Goal Statement	Program Performance Measure/Objective
Coordinate public hearings to bring awareness to the public regarding the status of traditional ceremonies.	Conduct one Public Hrg annually on the purpose of the Navajo Traditional Apprenticeship Project
Coordinate w/traditional practitioners on # ceremonies they conduct p/qtr.	Collect forms from practitioners on ceremonies conducted p/qtr.; secure log of collected information & stipends for ceremonies conducted by practitioner/apprentice & increase traditionalist/apprenticeship p/qtr
Apprentice/Practitioner will review & revise the NTAP procedures manual includg logistics	Coordinate 2 work sessions to revise/update NTAP manual for NBOE and public.
Coordinate w/practitioner/apprentice to participate w/language/ culture project for language/culture teachers as needed.	Coordinate w/OSCAD Mgr. on efforts to utilize apprentice/practitioner can share Navajo language/culture teachers with resources.
Schedule a meeting or monitor apprentices in training by meeting w/practitioners	The meeting could be onsite/virtual participation or in a ceremony to meet w/OSCAD when practitioner brings in monthly rprts.

# Office of Navajo Nation Library

The purpose of the Office of Navajo Nation Library is to provide educational, informational, cultural and recreational materials and services to all residents of the Navajo Nation.

Goal Statement	Program Performance Measure/Objective
To provide 8k direct service/technical guidance (reference, tours, chapter Hse, etc.) p/qtr.	Number of direct services/technical guidance provided.
To add new 250 books and non-book materials to the library collections per qtr.	Number of books and non books materials added to library collections per qtr.
To assist, train and Navajo Nation Community Libraries per qtr.	Train and guide 20 NN Community Libraries per qtr.
To circulate 2000 books, e-books, & non-book materials to library users per qtr.	Number of materials circulated in the library (in-house, digital and circulation).
To provide 2,000 equipment usage & services in the library per quarter.	# of equipment used in the library (computers, chrome books, printers, copier, fax, etc.)

# Office of Scholarship & Financial Assistance/Teacher Education Consortium

Resolution No HEHSCN-29-17: Amending and approving the Department of Diné Education plan of operation including ONNSFA/Teacher Education Consortium. The purpose of ONNSFA is to provide academic merit-based scholarship, need-based and formula-based finance assistance to eligible Navajo students in post-secondary institutions in accordance with the criteria established in the ONNFSA Policies and Procedures, as well as provide technical support

to the Navajo Nation Teacher Education Consortium. ONNSFA has five agency offices located at Chinle, AZ; Window Rock, AZ; Tuba City, AZ; Crownpoint, NM; and Shiprock, NM.

Goal Statement	Program Performance Measure/Objective
Provide scholarship and financial assistance.	Number of eligible full-time graduate students awarded – Teacher Education/majors
Provide Scholarship and Financial Assistance.	Number of eligible part-time graduate students awarded – Teacher Education./Majors
Provide Scholarship and Financial Assistance.	# of eligible full-time undergraduate students awarded – Teacher Education/majors.
Provide Scholarship and Financial Assistance.	# of eligible part-time undergraduate students awarded – Teacher Education/Majors
Provide scholarship and financial assistance	Award students studying various fields

# Office of Scholarship & Financial Assistance 2

ONNSFA provides merit-based scholarships and financial need based assistance to enrolled members of the NN pursuing undergraduate, as well as vocational education. The NN Teacher Education Program provides educational financial assistance to current Navajo Teachers or Navajo Teacher candidates pursuing undergraduate or graduate studies in the field of Teacher Education. Financial aid services are provided at five Agency field offices located throughout the Navajo Nation.

Goal Statement	Program Performance Measure/Objective
Provide scholarship and financial assistance.	Number of Eligible Veterans full-time Undergraduate students awarded.
Provide scholarship and Financial Assistance.	Number of eligible Veterans Chief Manuelito students awarded.
Provide Scholarship and Financial Assistance.	Number of eligible full-time graduate students awarded.
Provide Scholarship and Financial Assistance.	Number of eligible part-time Undergraduate students awarded
Provide scholarship and financial assistance	Number of eligible regular Chief Manuelito Students awarded

# Office of Diné School Improvement

The Office of Diné School Improvement is established to support the Department of Diné Education Agency and to support the establishment of the Department of Diné Education meet the mandates of the Sovereignty in Education Act of 2005, the Department has restructured, whereby amending Government Services Committee GSCAP -35-01. The office of Diné School Improvement will provide technical assistance to schools and education as defined by the Diné School Accountability Plan (DSAP).

Goal Statement	Program Performance Measure/Objective
Implement Dine School Accountability Plan for 34 Tribally Controlled Schools	Provide DSAP School improvement initiatives for 34 grant schools & teachers institutes.
Work w/34 Tribally Controlled Schools on implementing UDP, STEM & STEAM initiatives.	Work with 34 data teams on schools improvement & engineering curriculum (5 staff x 6 schools)
Work w/higher education institutions, partner in research & curriculum development to revitalize & sustain Diné language & culture.	Collaborate in research, curriculum development initiatives w/partners (3 per qtr.)
Work with ADE, NMPED, USDE on Title 1 part A & B of ESSA.	Connect the Using Data Process in DSAP Part A – Comprehensive support and Part B – Target Support in ESSA.
Populate NEIS database with the DSAP academic indicators.	Work with 34 tribally controlled schools & academic information to transmit to NEIS.

#### Diné YOUTH Administration

The purpose of the Diné YOUTH is to offer youth opportunities, essential skills and strategies to productively transition into adulthood by obtaining knowledge of the workforce and post high school education. Diné YOUTH is committed to enhancing character traits of youth such as integrity, self-discipline, loyalty and respect to successfully participate in today's society as a Dine'/Native American. Diné YOUTH will help youth on their paths toward Hozhǫ́ in four (4) main areas: 1) Diné Citizenship and Cultural Identity, 2) Health and Physical Wellness, 3) Education & Employment, and 4) Substance Abuse Awareness and Prevention and Character Citizen Development.

Goal Statement	Program Performance Measure/Objective
Diné Cultural Identity, to incorporate the values, beliefs & lifestyle choices that protect Navajo individuals throughout their lives.	Coordination of agency services promoting Diné Cultural Identity.
Coordinate physical & mental wellness & use prevention, health providers, parents & youth identify for improving health lifestyles.	Coordination of agency services promoting physical and mental wellness.
Contributes to a learnerÕs understanding that a democracy thrives as a Diné Youth are active citizen in the community of Diné Nation.	Coordination of agency services promoting Navajo Citizenship.
Coordinate & create a learning environment that implements & strategies by helping students in their future endeavors, incorporating the importance of educational setting	Coordination of agency services promoting knowledge of Education
Coordination Youth Outreach Svcs by promotg the strengths & abilities of youth & families, providg community based svcs that in-powers & enrich ea. Youth to face lifeÕs changes w/confidence, competence & dignity.	Perform agency site visits to monitor youth services

#### Diné YOUTH Chinle

The purpose of the Office of Youth Development is to offer youth opportunities, essential skills and strategies, to productively transition into adulthood by obtaining knowledge of the workforce and post high school education. The Diné YOUTH is committed to enhancing character traits of youth such as integrity, self discipline, loyalty and respect to successfully participated in today's society as Dine'/Native American. Diné YOUTH will help on their paths towards Hozhǫ́ in four (4) main areas: 1) Diné Citizenship and Cultural Identity, 2) Health and Physical Wellness, 3) Education and Employment and 4) Substance Abuse Awareness and Prevention and Character Citizen Development.

Goal Statement	Program Performance Measure/Objective
The goal of ODY is to implement positive active lifestyle through youth recreation	To provide 2,000 youth w/general recreation and healthy habits.
Providing youth w/basic knowledge & skills; promoting character development to play a primary role to solve a variety of social problems among youth.	To provide 625 youth w/character development, prevention awareness & promote metal wellness
The goal of ODY is to engage, educate & inspire our youth through academic success	To provide 600 youth with homework help and educational activities
The goal of ODY youth outreach is to establish supportive relationship w/youth & their communities by providing opportunities in variety of programs & svcs	To provide 40 schools/chapter and communities with youth activities.
The goal of ODY is to provide youth employment opportunities to gain work experience, job readiness, career goal and develop employable skills	To employ (30) youth with employment opportunities & acquire employability skills

#### Diné YOUTH Crownpoint

The purpose of Diné YOUTH is to offer youth opportunities, essential skills and strategies to productively transition into adulthood by obtaining knowledge of the workforce and post high school education. The Diné YOUTH is committed to enhancing character traits of youth such as integrity, self discipline, loyalty and respect to successfully participate in today's society as Dine'/Native American. Diné YOUTH will help youth on their paths toward Hozhó in four (4) main areas: 1) Diné Citizenship and Cultural Identity 2) Health and Physical Wellness 3) Education and Employment and 4) Substance Abuse Awareness and Prevention and Character Citizen Development.

Goal Statement	Program Performance Measure/Objective
The goal of ODY are to implement positive active lifestyle through youth recreation	To provide 2,600 youth with general recreation and healthy habits

Providing Youth w/knowledge & essential skills to address social issues and instilling positive character development.	To provide 1,225 youth w/character development, prevention awareness & promote mental wellness
ODY are to engage, educate and inspire our youth through academic achievement	To provide 1,000 youth w/homework help and educational activities
The goal of ODY is to establish supportive relationship w/youth & their communities by providing opportunities in variety of programs & services	To provide 40 schools/chapters and communities with youth activities

#### Diné YOUTH Fort Defiance

The purpose of the Diné YOUTH offer youth opportunities, skills, essential skills and strategies to productivity transition into adulthood by obtaining knowledge of workforce and post high school education. Diné YOUTH is committed to enhancing character traits of youth such as integrity, self discipline, loyalty and respect to successfully participate in today's society as Dine'/Native American. Diné YOUTH will help youth on their paths towards Hozhó in four (4) main area: 1. Diné Citizenship and Cultural Identity, 2. Health and Physical Health, 3. Education and Employment and 4. Substance Abuse Awareness and Prevention and Character Citizen Development.

Goal Statement	Program Performance Measure/Objective
The goal of ODY is to implement positive active lifestyle through youth recreation	To provide 2,600 youth with general recreation and healthy habits.
Providing Youth w/knowledge and essential skills to address issues & instilling positive character development.	To provide 1225 youth with character development, prevention awareness & promote mental wellness.
ODY is to engage, educate and inspire our youth through academic achievement.	To provide 1,000 youth with homework help and educational activities.
The goal of ODY is to establish supportive relationship with youth & their communities by providing opportunities in variety of programs & services	To provide (40) schools/chapters & communities w/youth activities.

# Diné YOUTH Shiprock

The purpose of the Office Diné YOUTH is to offer youth opportunities, essential skill and strategies, to productively transition into adulthood by obtaining knowledge of the workforce and post high school education. The Office of Diné YOUTH is committed to enhancing character traits of youth such as integrity, self discipline, loyalty and respect to successfully participants in

today's society as a Dine'/Native American. Diné YOUTH will help on their paths towards Hozhǫ́ in four (4) main areas: 1) Dine Citizenship and Culture Identity, 2) Health and Physical Wellness, 3) Education and Employment and 4) Substance Abuse Awareness and Prevention and Character Citizen Development.

Goal Statement	Program Performance Measure/Objective
ODY are to implement positive active lifestyle through youth recreation.	To provide 2,000 youth with general recreation and healthy habits
Providing Youth w/basic knowledge & skills; promoting character development to pay a primary role to solve a variety of social problems among youth.	To provide 625 youth with character development, prevention awareness & promote mental wellness.
ODY are to engage, educate and inspire our youth through academic success	To provide 600 youth with tutoring & educational activities
ODY youth outreach are to establish supportive relationship w/youth & their communities by providing opportunities in variety of programs & services.	To provide 40 schools/chapters and communities with youth activities.
ODY are to provide youth employment opportunities to gain work experience, job readiness.	To employ 6 youth w/employment opportunities & acquire employability skills

#### Diné YOUTH Tuba City

The purpose of the Office of Diné YOUTH is to offer youth opportunities, essential skills and strategies, to productively transition into adulthood by obtaining knowledge of the workforce and post high school education. The Office of Diné YOUTH is committed to enhancing character traits of youth such as integrity, self-discipline, loyalty and respect to successfully participate in today's society as Dine'/Native American. Diné YOUTH will help youth on their paths towards Hozhó in four (4) main areas: 1) Dine Citizenship and Culture Identity, 2) Health and Physical Wellness 3) Education and Employment and 4) Substance Abuse Awareness and Prevention and Character Citizen Development.

Goal Statement	Program Performance Measure/Objective
ODY are to implement positive active lifestyle through youth recreation	To provide 2600 youth with general recreation and healthy habits.
Providg Youth w/knowledge & essential skills to address social issues and instilling positive character development.	To Provide 1,225 youth with character development, prevention awareness & promote mental wellness.
ODY are to engage, educate, and inspire our youth through academic achievement	To provide 1000 youth with homework help and educational activities
The goal of ODY is to establish supportive relationship w/ youth & their communities by providing opportunities in variety of programs & Svcs.	To provide 40 schools/chapters and communities with youth activities

vouth with employment opportunities and vability skills
ab

# Navajo Nation AdvancED/North Central Association

The purpose of AdvanceD-NN is to help schools within the boundaries of the Navajo Nation achieve and/or maintain accreditation under the "AdvanceD Performance Accreditation" process, and to help schools understand and use the AdvanceD School Improvement System.

Goal Statement	Program Performance Measure/Objective
Prepare the AdvancED NN Network schools & districts to successfully continuous improvement strategies to improve all NN schools & meet expectations of accreditation.	Provide TA to all network schools/districts to successfully navigate a continuous improvement via face-to-face mtgs, zoom, email & phone correspondence.
Increase school level capacity for utilizing eProve tools to successfully host an accreditation review.	To prepare AdvancED NN network schools to successfully implement or use the eProve online platform & other continuous improvement tools.
Ensure accreditation engagement reviews are culturally responsive & provide relevant guidance to schools.	Conduct trng for 100% of Accreditation engagement team prior to the reviews via face-to-face, zoom mtgs, email and phone correspondence.
Increase knowledge & skills of AdvancED staff in ongoing professional development	Provide individual AdvancED staff training in content area of expertise, via webinar, face-to-face mtgs, & online courses.
Using backwards design, AdvancED staff will support Navajo Schools to increase implementation of culturally responsive continuous improvement.	Align professional development to accompany the AdvancED updated protocol, standards and assurances.

# Diné Language Immersion Program

The purpose of the Dine Language Immersion Program is to provide the teaching & learning of the Navajo Language to all Early Head Start, Head Start & Home Base enrolled, children o to 5 years old.

Goal Statement	Program Performance Measure/Objective
Provide ongoing teacher support for Dine Language and Culture	Conduct three Diné Language & Culture presentations to Head Start Teachers p/qtr
Provide ongoing learning opportunities for parents	Conduct 2 Dine Language & Culture presentations for parents per quarter.
Provide onsite coaching for Head Start Teachers	Conduct five onsite classroom visitations p/qtr.

# Office of Diné Accountability and Compliance

Established to ensure quality education, accountability and compliance with Navajo Nation legislative mandates, applicable federal rules, statutes and laws by monitoring, evaluating and providing technical assistance to schools, and other areas of inquiry relevant to the educational situation of Navajo students. Also provides technical assistance to BIE schools in the area of proposal packets for construction, repairs and replacement; assists schools in resolving problems, maintains a record to Navajo Nation Board of Education and the HEHS Committee of the Navajo Nation Council.

Goal Statement	Program Performance Measure/Objective
Assist schools w/application completion for reauthorization for school year 2023.	Reauthorization of 21 grant & contract schools by end of 3rd quarter.
Monitor Schs. according to NN Title PL 93-638, PL100-297 using admin. review (25 CFR) protocol.	Monitor 32 schools for accountability/compliance at 8 schs. p/qtr.
Trngs for schs on Navajo ethics/rules, school reauthorization, fiscal accountability & school operations as related to applicable laws	School Reauthorization/Fiscal Accountability/school Operation/sign-in/using assessments
Coordinate/Collaborate w/DoDE programs, BIE/BIA & outside entities to develop trng initiatives in sch. leadership & fiscal strategies using pre-devlp assessments.	Coordinate/ Collaborative w/above entities to develop intervention strategies to pre-post assessments
Assist in developg NN Title X amendments to strengthen sch. compliance in all areas of school operation/school government/finance/human resources/academic/Diné Culture & reauthorization.	Co-present amendments to Title X to reflect all current laws in place to ensure all law changing protocol have been followed by end of 4th qtr.

## Navajo Nation Board of Education

Resolution CJY-37-05 Per 10 NNC Section 106, the Navajo Nation Board of Education is to oversee the Office of Superintendent and Department of Diné Education.

Goal Statement	Program Performance Measure/Objective
Implement Resolution HEHSCMY-012-12, to reauthorize the schools per the Academic & Finance operations & other concerns from schools.	Board will meet ODAC & Schools regarding reauthorization & any schools concern
Implement Resolution #CAP-45-18, Advancing Diné Education by pursuing PL 93-638 Contract & US Dept of Interior BIE	Board will meet w/ODSI, ODAC, OSCAD, OERS & COGNIA p/mo. to implement & enforce the NN laws (Section 106).
Continue implement State Education Agenda (SEA) & Diné Accountability Plan (DSAP) w/DODE programs.	Board will meet w/ODSI, ODAC, OSCAD, OERS & COGNIA to discuss/plan to establish SEA and/or DSAP.

Implement Resolution #CAP-45-18, Section G(b) to provide reports to HEHSC & full report	Board meet w/NHS once a month to discuss/ operation of head start on reports, resolutions, budgets, language & culture
Implement resolution CAP-45-18 Section G, (b) to provide reports to HEHSC & full report	Board will meet/submit a written report HEHSC quarterly & final report to NNC on the 4th qtr.

# Diné College (Grant)

Diné College is a land grant, nonprofit educational institution owned by the Navajo Nation pursuant to Navajo Nation Council Resolution CJY-87-68. It's purpose is to provide educational opportunities to the Navajo people and others in areas important to the economic and social development of the Navajo Nation, per 10 NNC Section 2001, *et seq.* (2005 ed.) as amended by Navajo Nation Council. The College provides educational opportunities at six locations throughout the Navajo Nation. The funding received from the Navajo Nation allows the College to provide quality education and other services in a consistent manner without having to curtail services to out students and the people of the Navajo Nation.

Goal Statement	Program Performance Measure/Objective
Upgrade of College Gymnasium for on-campus events & activities.	Qtr 1: Assessment – A&E Qtr 2: Request for Proposal (3); Qtr 3: Award Contractor; Qtr 4: Construction completion & close-out.
Expand & increase continuing education program offering to provide accessibility of all learners.	Qtr 1: Identify needs of NN job market & create program infrastructure; Qtr 2: Complete A&E to improve space; Qtr 3: Finalize & plan partnership to increase participation; Qtr 4: Implement continuing education Ctr.to increase physical atmosphere.
Increase library software upgrades to expand graduate degree programs & provide accessibility.	Qtr1: Assess & collect quotes (3) for educational software for graduate degree programs; Qtr2: Select appropriate software to enhance current infra- structure; Qtr3: Implemt software; Qtr4: Train system administrators/users for successful completion.
Interior upgrade of College snack bar & an outdoor social/learning environment setting	Qtr1: Assessment- A&E Qtr2: Request for Proposal (3); Qtr3:Award Contractor; Qtr4: Construction completion & close out.
Renovation of student residential halls to promote sense of belonging for graduate students.	Qtr1: Assessment-A&E Qtr2: Request for Proposal (3); Qtr3: Award Contractor; Qtr4: Construction completion & close out.

# Navajo Technical University (Grant)

Navajo Nation Council Resolution CO-58-16, Amending the University's enabling legislation, November 2016, codified at 15 N.N.C. subsection 1201 – 1210; CJY-35-13, amending 15 N.N.C. subsection 1201 – 1209 and Resolution CJY-41-12, August 2012, increasing the appropriation by

\$2,000,000 to \$3,500,000 / Institute of Higher Education granting Certificates, Associate, Bachelor & Master's Degrees.

Goal Statement	Program Performance Measure/Objective
Increase enrollment pathway for dual credit students.	4=414 increase by 4% per semester
Increase the number of students enrolled in the Police Academy/Law enforcement Prog.	N=10 20% increase per cohort
Increase overall student enrollment in Early Childhood Multicultural Education program by 10% (Associate and Bachelor degrees)	N=100 Increased students by 10%
To provide Navajo language retention and revitalization.	Increase by 40% student enrollment (N=10) in Navajo Lang. & Culture program 5 students from ea. agency will be in grad/under prog
To construct environmental lab/research facility in Chinle; Develop faculty housing.	Phase 1: Schematic design; Continuation of site prep for Environmental lab; Phase II: Site Prep for Faculty Housing (Crownpt/Chinle)

# Navajo Preparatory School (Grant)

Education Committee of the Navajo Nation Council Resolution No. ECMY-33-91: The Navajo Preparatory School, Inc., serves talented and highly motivated high school students who have the desire to succeed in higher education and become leaders in their respective communities. The school provides a rigorous academic program based on a strong foundation of Navajo culture supported by a strong residential program. The school is located on land owned by the Navajo Nation in Farmington, NM.

Goal Statement	Program Performance Measure/Objective
Our goal is to improve the drainage system that flows from the airport hill & runoff from bldgs.	The scope of work for the project contains specific timelines & correction to current deficiencies.
Develop priority list of landscaping needs that will support the drainage concerns.	Admin team determines list and presented to the development team
Select one major landscaping project that will support the drainage issues	Project selected and budget is determined
Get three verbal quotes from contractors	Contractor selected
Scope of work completed and landscape project completed that supports drainage deficiencies	Project is complete

## Phoenix Indian Center (Grant)

Funds are for operating of social service and language/cultural programs for Navajo Tribal members residing in Maricopa county. The number of Tribal members residing in the county are

increasing and thus, funding for specialized services provided by the Phoenix Indian Center allows for greater access to full services and cultural connections.

Goal Statement	Program Performance Measure/Objective
Increase resiliency in urban Navajo Tribal members by implementg Navajo Language classes	Output: Increase access to Navajo Language classes as measured by the attendance of at least 100 individuals.
Increase resiliency in urban Navajo Tribal members by implementg Navajo Culture classes	Output: Increase access to Navajo Culture classes as measured by the attendance of at least 200 individuals.
Increase access & knowledge of Navajo traditional stories & traditions including performances	Output: Increase access to Navajo Seasonal Stories/Culture nights as measured by attendance of at least 600 individuals.
Increase & Promote urban self-sufficiency and stabilize Navajo families in crisis	Output: # of eligible Navajo families receiving financial emergency assistance (rental, utility, shelter, transportation, etc.)
Provide opportunities for urban families to engage in tribal voter registration, outreach programs & svcs offered.	Output: Increase access to Navajo Voter registration as measured by registering eligible voters

# Johnson O'Malley Program

Goal Statement	Program Performance Measure/Objective

# **Division of Economic Development**

Program	Enabling Resolution/Statute
Division of Economic Development Administration	RDCO-055-19
Business Regulatory Department	RDCO-055-19
Project Development Department	RDCO-055-19
Tourism Department	RDCO-055-19
Small Business Development Department	RDCO-055-19
Chinle Regional Business Development Office	RDCO-055-19
Eastern Regional Business Development Office	RDCO-055-19
Shiprock Regional Business Development Office	RDCO-055-19
Western Regional Business Development Office	RDCO-055-19
Fort Defiance Regional Business Development Office	RDCO-055-19
Support Services Department	RDCO-055-19
Real Estate Department	RDCO-055-19
Karigan Professional Office	RDCO-055-19

# **Division of Economic Development Administration**

A) Provide overall direction to the Division by maintaining short and long range plans, goals, and objectives; B) Respond to community needs and plans relating to economic development; C) Ensure the implementation of duties and functions, authorities, and responsibilities of the Division; D) Work in concert with Economic Development Committee of the Navajo Nation Council, other standing committees of the Navajo Nation Council, and the Navajo Nation Council; and E) Negotiate agreements related to economic development in accordance with applicable policies and laws.

Goal Statement	Program Performance Measure/Objective
Establish division-wide goals that effectively support departments and programs.	Number of goals met and consultation meetings conducted with division-wide personnel.

Review and analyze project proposals to recommend onto division-wide programs.	Number of proposals reviewed.
Establish and promote entrepreneurship support for development and advancement.	Number of consultations, trainings, workshops and outreach conducted.
Provide public information on division status, economic reviews, and economy-based analysis to key community stakeholders.	Number of presentations and reviews communicated.
Promote community resource and engagement partnerships.	Number of workshops, trainings, forums and sessions conducted.

#### Major Accomplishments

- 1. Business Site Lease revision (BSL) Update: As of December 2022, the Business Site Lease Management Plan amendments has been completed, and work session provided to RDC for their approval and questions. To complete the BSL amendment, DOJ will need to incorporate final draft that includes all amendments provided in the review. The BSL Management Plan amendment has two (2) Parts; Part I is the administrative plan that includes all pre-lease activity (application, pre-screening, clearances (Environmental, Archeological, Biological), and approvals (chapter resolution/Land Department's land designation) and Navajo Nation approval process (Division of Economic Development Approving Committee, DOJ, President and all 164 process), and all twelve forms on BSL transaction; and Part II is the Post Leasing activities on enforcement & compliances, filing fees & recording final document with BIA, and distribution to various program/departments/Divisions (Office of Controller & Land Department).
- 2. Gouldings Purchase: Land Department has completed the Land Acquistion Act process for the property purchase of Goulding's one square mile commercial property within the Navajo Nation of Monument Valley/Oljato community. DED has been instrumental in coordinating a high level team to structure the purchase. The property was professionally appraised in 2022 at a value of \$73,400,000. The HVS appraisal forecasts a stabilized year 4 total Operating Revenue of \$29,373,000. The Seller (LaFont Family) & Navajo Nation have agreed on a purchase price of \$59,500,000. Navajo Nation Hospitality Enterprise (NNHE) and The Navajo Nation have arranged a lease/profit sharing agreement, with a 50/50 split of distributable net income after deductions for Reserve Funds to protect & increase the value of the Navajo Nation's asset. There is an Expansion Sinking fund solely to be re-invested into expanding Goulding's. There is also a Reserve for Replacement fund to expand the current facilities. The Navajo Nation Hospitality Enterprise was chosen by the Navajo Nation as Operator and Manager for Goulding's Lodge based upon their relevant experience, qualifications, and expertise. NNHE has background knowledge & experience in nearly all the outlets included in the Goulding's Property. NNHE also has an extensive background in

- property acquisition and takeover. NNHE has worked very closely with the Navajo Nation DED over the course of the last several months to create a business plan, operation plans, business site lease and assist with all other aspects of the asset purchase.
- 3. Launch of the former NGS mixed use site The Navajo Generating Station, which opened in 1974 and operated for decades before shut-down in 2019, was the largest coal-fired power plant in the Western United States. It supplied electricity to millions of customers in Arizona, California and Nevada, using coal from Black Mesa. Currently, NGS is going through decommissioning scheduled to complete 2024. Since the closure of NGS, the Navajo Nation has retained assets such as several building structures, that included warehouse which has recently been converted to manufacturing operation. The manufacturing facility, Zenni Home Logistics, LLC and DED has completed business site lease (25 year term lease with two (2) additional 25 year renewal) with the Navajo Nation to manufacture fabricated modular homes on 7 acres site within the NGS 3,597.14 acres. Currently, it employees 80 workers and will continue to grow and expand as it acquires more contracts. Along with President Nygren, we have also initiated work to create a joint venture partnership so the Navajo Nation can greatly benefit from this high growth potential venture.
- 4. Launch of fixing Financing to Small Businesses: The Division has initiated work on securing financing sources for small business owners using several fronts. We have secured a Chief Financial Officer to drive much of this work. We will be evaluation several programs offered through the Federal government such as the Small Business Investment Corps, a Navajo Foundation that manages impact investments, and potentially partnering with an existing venture cap company. We will also explore ways to partner with existing efforts such as Native American Bank, Navajo CDFI. and Nat'aanii Development Corp.
- 5. Horsemen Lodge: After several negotiation sessions, the rental structure was agreed upon between the DED and the Navajo Nation Gaming Enterprise (NNGE) for the development of Horsemen Lodge in Flagstaff, AZ. The business site lease will be prepared as part of the transaction to change the private property into trust property. The long-term goal: development of a casino, sports bar and other improvements along Highway 89. The Office of Navajo Hopi Land Commission and the Office of Navajo Office of Navajo Hopi Indian Relocation (ONHIR) are participating in the development efforts.
- 6. Navajo Nation Comprehensive Economic Development Strategy Project: Intention research and analyze the Navajo economy which will provide a snapshot of opportunity on Navajo Nation. The CEDS is critical for economic development for Navajo Nation, state and federal partnerships/collaborations, public and private partnerships, etc. On February 1, 2023, the Navajo Nation Comprehensive Economic Development Strategy ("CEDS") project launched in collaboration with Navajo-woman owned consulting firm, Fourth World Design Group, LLC. The goal of the 'new' CEDS is to incorporate primary data from Navajo. The most accurate information will be provided within our own tribal government system, i.e.,

data sovereignty. To achieve data sovereignty will all the Nation an opportunity to learn more about Navajo economy and effectively and efficiently allocate our limited resources for the betterment of the Navajo people. Since the launch date, we, FWDG and the DED Economist, have established a core contact list for data collection from within the Navajo Nation tribal government, identified dates to hold three work sessions where we gather input from our key stakeholders, businesses, and enterprises, and have begun conversations with the Office of the President and Vice President to ask for assistance in garnering collaboration and understanding in the data collection process for the purposes on the CEDS projects. The FWDG provides monthly updates on the progress of each task, but to ensure forward momentum and preparedness as DED plans for the Navajo Economic Summit, we are meeting often to discuss Phase 2: Work Session 1, which will be held at the Navajo Economic Summit on June 20-22, 2023, at Twin Arrows Navajo Casino Resort.

#### Key Meetings

- New Mexico Tourism Association Board meeting on upcoming legislation that were going before the New Mexico legislators concerning the NM Tourism Budget that helps NN when providing Co-Ops
- 2. Arizona Legislation Day event to promote the Navajo Nation along with other partners in the state. Worked closely with Arizona Office of Tourism.
- 3. participated in the AAITA Festival in Scottsdale AZ. Parade in the Parade and conducted outreach activity with Navajo Gaming, Navajo Park & Recreation. There were over 50 visitors throughout the event. Many came to get information on many of the destination located on Navajo.
- 4. met with Arizona State University on the upcoming Tourism Survey which will include Arizona, New Mexico and Utah. We discussed the need for Navajo IRB to revisit the agreement since the University required the approval from NIRB be updated to reflect need dates.
- 5. National Park Services on Antelope Point Holdings Settlement
- 6. National Park Services on Conditional Use Authorizations
- 7. RDC/DED Orientation
- 8. BNF Orientation
- 9. Business Regulatory Department Work Session
- 10. RDC Regular Meetings
- 11. Navajo Tourism Conference
- 12. 2023 Res Economic Summit

We as a team are developing strategic plans due to the Navajo Nation saying we need a full on comprehensive plan for the Navajo Nation. We are also looking at working towards help with technical assistance with small businesses. The banks don't lend on Navajo Nation land even with Federal guarantee, we need to look at way to raise it on a Federal Level and come up with solutions ourselves. As a team we initiated a RFV for solar manufacturing to attract solar manufacture that will really help with IRA grants. We have a once-in-a-lifetime opportunity to pull together projects and grants through the IRA which is a once in a life time opportunity.

# **Business Regulatory Department**

Administer and enforce the provisions of the Navajo Business Opportunity Act, Navajo Corporation Code, Navajo Uniform Commercial Code and the Weights and Measures Program; Establish a Certification Program that grants first opportunity to Navajo and/or Indian owned businesses for contracts and grants under Navajo Nation jurisdiction; Develop and maintain a filing system for corporate documents and financial statements; and inspect and certify all measuring devices used in commercial transactions on the Navajo Nation; Provide education sessions to government programs, communities/chapters and general public on BRD operations.

Goal Statement	Program Performance Measure/Objective
Attend Pre-Bid, Pre-Construction and Bid Openings to enforce NBOA compliance.	Number of Construction related activities attended.
Review Contracts for NBOA compliance.	Number of Contracts reviewed for NBOA compliance per quarter.
Inspect and certify measuring devices.	Number of Measuring Devices inspected and Certified per quarter.
Register and Record Corporation documents (Corporations, LLC, Partnerships).	Number of Corporation documents Registered and Recorded per quarter.
Register and Record Corporation financial statements.	Number of Corporation financial statements Registered and Recorded per quarter.

#### Major Accomplishments

1. The Business Regulatory Department (BRD) in conjunction with the Department of Justice is working on amending the Navajo Business Opportunity Act (NBOA). BRD held a worksession and went over the NBOA section by section on March 15, 2023. Both entities are hoping to have the legislation ready for council review by the end of April. BRD has bi-weekly meetings with DOJ to work together on initiatives such as implementing and enforcing the Navajo Business Opportunity Act, Navajo Corporations Code, and Weights and Measures Program.

- 2. The BRD has finished the 164 review of their Fund Management Plan improve its current levels of operation. The Office of Management and Budget (OMB) review is complete and the department will move forward with legislative action. BRD contacted Council Delegate Shawna Claw to sponsor the legislation for BRD's Fund Management Plan. In the coming weeks the BRD will present to the Resource and Development Committee (RDC) and the Budget and Finance Committee (BFC).
- 3. BRD started outreach to Navajo Nation Programs, Chapters, and other organizations on the NBOA "Revised Evaluation Criteria." DOJ determined that the current process BRD was conducting was not adequate. The revised process is what BRD is conducting outreach on in addition to the presentations on the NBOA. BRD provided outreach at the National Center for American Indian Enterprise Development (NCAIED) in Mesa, AZ on March 16, 2023 on BRD's business certification and registration process for the Navajo Business Opportunity Act and Navajo Corporations Code.

#### Challenges

- Communication with other Navajo Nation entities for collaboration on needed changes to
  existing laws. An example is working with Office of the Controller on the procurement act in
  conjunction with the Navajo Business Opportunity Act's proposed rules and regulations.
  Currently there is minimal dialogue between programs. Change needs to happen through an
  executive order on many Navajo Nation processes to be improved and streamlined.
- 2. Navajo Nation processes are outdated and need to be updated to meet the needs of a changing work environment.

## Project Development Department

1) Plan, develop and market large scale commercial and industrial projects throughout the Navajo Nation; 2) Procure and manage architectural, engineering, construction and other professional service contracts; 3) Seek and secure financing from the Navajo Nation, states, federal and other related agencies for commercial and industrial development; 4) Negotiate and finalize business site leases and economic development related agreements on behalf of the Navajo Nation in accordance with applicable rules, regulations and procedures.

Goal Statement	Program Performance Measure/Objective
Conduct commercial and industrial projects prerequisite planning and development activity.	Complete development tasks (Feasibility studies, surveys, EA, Arch Clearance, Appraisals), Request for Proposals Request for Qualifications, Bidding documents, etc.

Market the Navajo Nation to secure Commercial and Industrial projects and businesses.	Promote/initiate six (6) contracts per quarter on Navajo Nation commercial and industrial sites.
Complete funding applications for commercial and industrial projects.	Prepare two (2) funding applications per quarter to seek funding for commercial/industrial projects.
Prepare and process contracts and leases for economic planning and development.	Complete six (6) planning and development tasks per quarter, PSC Contracts, BSL transactions, MOA, MOU, Architect/Engineer, AIA, EJCDC, etc.
Provide technical assistance on project planning and development tasks to chapters, clients, RBDOÕs, entities, entrepreneurs and others.	Assist (18) clients per quarter with project planning and development tasks.

#### Major Accomplishments

- 1. Churchrock Industrial Park: Processed a modification (#2) of the NECA Contract; the modification (#2) is for construction drawing changes and increased construction costs (due to inlation).
- 2. Shonto Hotel: The construction of the hotel is in progress. The contractor is at the 3rd floor of the building installing roof trusses and electrical wiring. The winter weather caused delays in construction activities. Periodic inspections, monthly construction meetings and site visits are made by the Department.
- 3. Zenni Home: The Department is continuing to participate in the lease negotiation process. The Department attended the site visit of the model homes in Mesa, Arizona.
- 4. Round Rock Convenience Store: The Department issued an RFP for Boundary survey to begin the land withdrawal process for the development of a new Convenience Store gas station and laundromat for Round Rock. A market and economic feasibility study will be led by NAU CAIED program.
- 5. Horsemen Lodge: After several negotiation sessions, the rental structure was agreed upon between the DED and Navajo Nation Gaming Enterprise for the development of Horsemen Lodge in Flagstaff, AZ. The business site lease will be prepared as part of the transaction to change the private property into trust property to allow for development of casino, sports bar and other improvements along Highway 81. The Office of Navajo Hopi Land Commission and ONHIR are participant in the development efforts.
- 6. Shiprock Hotel: The grant agreement between the Navajo Nation and Navajo Nation Hospitality Enterprise is pending final signatures and contract number at the NNOOC totaling \$11.4 million. The project design by Dyron Murphy Architects is funded from DED Sales tax.
- 7. Tuba City Hotel: The discussion is in progress with the Tuba City Chapter to begin the planning and pre-development of a hotel and conference center. A Memorandum of Agreement (MOA) between Tuba City Chapter, Medallion Hospitality and DED has been prepared to allow for development of a hotel and conference center.

# **Tourism Department**

The Navajo Tourism Department is established to promote and develop tourism related business thereby creating jobs and business opportunities.

Goal Statement	Program Performance Measure/Objective
Develop tourism related projects, prerequisite planning and development activities.	Complete development requirement per project, i.e. feasibility studies, surveys, EA archaeological clearances.
Complete funding applications for tourism related development projects.	Prepare and submit two (2) funding applications per quarter to secure project funds.
Conduct community based tourism development planning.	Complete (4) tourism development presentations and/or workshops (1) per quarter.
Develop partnership for sustainable tourism.	Complete four (4) communication and educational tools that will help tourism industry improve performance.
Promote and market Navajo Nation in tourism industry, locally and worldwide.	Per quarter: (2) Trade Show (3) Magazine Advertisement (4) Maintain webstie (20) Social Media Posts.

#### Major Accomplishments

- 1. Shiprock Pinnacle Projects: The USDA Awarded Grant in the amount of \$90K for the Shiprock Panicle Project is in phase I. The Tourism Department will be working with partners and the three chapter, Shiprock, Gadiiahi/Tokoi and Red Valley Chapters. These chapters passed a resolution to make the panicle a Navajo Nation Park. There will be a meeting with each chapter and their delegates in early May. The tourism department has competed a survey of nine mileages around the panicle and will share this information with the chapters to ensure that their goals and objective for this project are met.
- 2. Dinosaur Tracks Project: We are working with the Coal Mine Chapter administration and officials on improving the Dinosaur Tracks area. The project was awarded \$250K with a match of \$50K from the tourism Department. My staff is requesting cost purchase quotes for entrance welcome structure, vendor pavilions, picnic areas, waterless restroom, a parking area, and billboard signs. The quotes will follow Navajo Nation compliance regulations. My office continues to contact the officials who to date have not returned calls or emails. My staff is working with partners on this project to make sure we are ready to break ground when all parties have met, agree to the design, and identify who will take responsibility of the project site.
- 3. Marketing Initiatives: 268 The total number of attendees to the 2023 Navajo Nation Tourism Conference held from February 14th to 16th 2023 at Twin Arrows Casino Resort. The returned surveys conclude that over all the conference was a great success.
- 4. New marketing initiatives Moving toward digital tourism marketing.

- 5. Tourism with the Co-Op Marketing programs, in New Mexico, Utah and Arizona:
  - Infuse more SEM (Search Engine Marketing)
  - Revisit gathering material for our TikTok account to reach the Millennial, and Gen Z market
  - Consider a social media influencer for gathering 'experience tourism' material
  - Include photo and video captures with NM True for social media, Facebook Remarketing, Sponsored Content, Display Ads, and video for video streaming on YouTube, and Connected TV.
  - Improve the Discover Navajo website discovernavajo.com by adding the following to our website:
    - Online events calendar
    - Blogging section
    - Bring website up to ADA (Americans with Disabilities Act) compliance
    - Consider a AI Chatbot to handle website visitors with navigation on website & to answer FAQs
    - Create an RFP for Marketing & Branding Plans
- 6. Create a new branding guideline and identity, include structured plans for social media, digital marketing, traditional marketing, budget requirements to fulfill plans, identify the types of personas that show interest in traveling the Navajo Nation.
- 7. Assisted with the termination of a thirty-eight (38) year old Bond & Bond business site lease, Shiprock, New Mexico.
- 8. Assisted with hosting the 3rd Annual Navajo Tourism Conference highlighting, education, destination development, aspects of cultural preservation, and feed-back.
- 9. Collaborated with the Navajo TV & Film crew to produce a 3-minute video featuring 11 sites on the Navajo reservation. The new footage should allow us to launch more social media campaigns/content.

#### Challenges

- 1. Low Funding. Affects marketing efforts, professional development, up-to-date equipment and operating cost to meet goals and objectives for the department.
- 2. Payments to vendors, especially when a 3rd party organizer is involved. OOC issues with vendor W9 and invoice matching, when a bank letter is given to describe 3rd party organizers involvement, usually financial.

# **Small Business Development Department**

Maintain a network to serve as a direct link to local communities & to assist & promote Navajo individuals, chapters & organizations with economic development; Exercise business site lease, sublease, assignment, encumbrance, permit & any modification approval authority as delegated by the Economic Development Committee of the Navajo Nation Council, pursuant to Navajo Nation Business Site Lease Administrative and Management Plan; Provide technical assistance in processing land withdrawals, developing business plans, obtaining financing, negotiating, and processing business site leases, permits, obtaining business preference certifications, administering educational seminars; assist on commercial and industrial projects; Administer the Micro-Enterprise Loan Fund; Process BIDF loan documents; Review loan application for all Micro-Enterprise Loan Fund and Navajo Nation Small Business Lending Program to ensure compliance with loan guidelines.

Goal Statement	Program Performance Measure/Objective
Host one (1) Annual Conference for the Division and four (4) work sessions annually for the Regional offices.	To provide strategic direction for all Small Business Development and the DivisionÕs Personnel, to share challenges, best practices and networking for the benefit of the Navajo Nation.
To review (8) completed Business Site Leases/Land Withdrawals per quarter.	To review (8) completed Business Site Leases/Land Withdrawals per quarter. Review documents of the Regional Offices, concerning Business Site Leases/Land Withdrawals.
To evaluate Project Contracts for compliance for the Section 164 Review Process.	To evaluate Project Contracts for compliance for the Section 164 Review Process.
Number of Planning/Construction Activities completed per quarter.	Initiate (8) Planning/Construction Activities through the 164 Review Process.
Schedule four (4) Proposed Resolutions for presentation to the Approving Committee per quarter.	To coordinate sixteen (16) meetings annually for the DivisionÕs Business Site Lease Approving Committee.

#### Major Accomplishments

- 1. The Department reviewed and signed off on One (01) Executive Official Review Documents:
  - Executive Official Review No. 020115; Business Site Lease NNSR-08-0013 Assignment. Sponsored by Shiprock Regional Business Development Office.
- 2. The Department reviewed and signed-off on Two (02) Section 164 Review Documents:
  - Document No.020123 (02.09.2023); Contract between the Navajo Nation and Four Seasons Construction. Sponsored by Eastern Regional Business Development Office.
  - Document No. 020128 (02.13.2023); Professional Services Contract between the Navajo Nation and Goldtooth Precision. Sponsored by Western Regional Business Development Office.

- 3. The Department reviewed and signed off on Two (02) Emergency Operating Agreement:
  - Emergency Operating Agreement, Navajo Nation Oil and Gas, Chinle, Arizona. Sponsored by Chinle Regional Business Development Office.
  - Emergency Operating Agreement, Giant Four Corners, LLC. Sponsored by Chinle Regional Business Development Office.
- 4. The Department reviewed and signed-off on One (01) Revocable Use Permit:
  - Revocable Use Permit, Lucinda Frank, Shiprock, New Mexico. Sponsored by Shiprock Regional Business Development Office.

#### **Business Site Lease Approving Committee**

- 1. Scheduled four (04) Regular Meetings for the Business Site Lease Approving Committee:
  - January 09, 2023, Regular Meeting. Proposed Resolution No. 0212-2022. Sponsor: Genevieve Keetso-Bighorse, Principal Economic Development Specialist. An Action relating to Economic Development: Approving the Business Site Lease for Ts'ah Bii Kin Trading Post, LLC, Inscription House, Navajo Nation, Arizona.
  - February 21, 2023, Regular Meeting. Proposed Resolution No. 0213-2023. Sponsor: Henry Silentman, Senior Economic Development Specialist. An Action relating to Economic Development: Approving a New Business Site Lease between the Navajo Nation and Shiprock One, a Limited Liability Company, Shiprock, Navajo Nation, New Mexico
  - March 06, 2023, Regular Meeting. Proposed Resolution No. 0214-2023. Sponsor:
     Genevieve Keetso-Bighorse, Principal Economic Development Specialist. An Action
     relating to Economic Development: Approving a Business Site Lease Modification One
     for Crossroads Convenience Store, LLC, Lease No. NNTC-21-0010, located at Inscription
     House, Navajo Nation, Arizona.
  - March 20, 2023, Regular Meeting. Proposed Resolution No. 0215-2023. Sponsor: Henry Silentman, Senior Economic Development Specialist. An Action relating to Economic Development: Approving a Complex Assignment of Business Site Lease No. NNSR-08-0013 from R. Shane Chance, an Individual and Anita Choate, an Individual to Anita Choate, an Individual, Shiprock, Navajo Nation, New Mexico.

# Chinle Regional Business Development Office

Maintain a network to serve as a direct link to local communities & to assist & promote Navajo individuals, chapters & organizations with economic development; Exercise business site lease, sublease, assignment, encumbrance, permit & any modification approval authority as delegated by the Economic Development Committee of the Navajo Nation Council, pursuant to Navajo

Nation Business Site Lease Administrative and Management Plan; Provide technical assistance in processing land withdrawals, developing business plans, obtaining financing, negotiating, and processing business site leases, permits, obtaining business preference certifications, administering educational seminars; assist on commercial and industrial projects; Administer the Micro-Enterprise Loan Fund and approve those loan documents, pursuant to applicable guidelines and the fund management plan; Process BIDF loan; Review loan application for all Micro-Enterprise Loan Fund and Navajo Nation Small Business Lending Program to ensure compliance with loan guidelines.

Goal Statement	Program Performance Measure/Objective
Number of workshops/trainings conducted per quarter.	Conduct (8) workshops and//or trainings.
Number of business site leases/land withdrawals/land use agreement reviewed/packaged .	Review and package (8) business site leasing transactions/land withdrawals/land use.
Number of clients assisted with business plans per quarter.	Assist (10) clients with business plans.
Number of business certifications/corporation packages completed per quarter.	Assist (8) clients with completion of business certification/corporation applications.
Number of job created per quarter.	Monitor statistic of job creation.

#### Major Accomplishments

- 1. Four (4) business site lease transactions were processed and/or put into the 164 Executive Review Process or approval.
  - A new Lease for Church's Chicken was approved on January 6, 2023. During last quarters report, Church's Chicken completed the leasing process. The Real Estate Department (RED) and Chinle RBDO (CRBDO) finalized the lease and remitted to the appropriate offices.
  - One Assignment of Lease for Sybil Baldwin was processed and completed the 164
     Executive Review Process currently pending RDC approval.
  - An Emergency Operating Agreement renewal was approved for Giant Four Corners, LLC on January 3, 2023.
  - One new lease was tabled by the DED Approving Committee and needs land designation approval from the Navajo Nation Land Department.
- 2. Five Year Plan—discuss RBDO 5 Year Projects with Division Director, Tony Skrelunas on February 8, 2021. New criterions implemented and much of the CRBDO projects were removed because they lacked certain requirements. The new list includes those projects that are active and have clients moving forth with their development including their land leases.
- 3. Collaboration with several offices ensured re-introducing the Lease Assignment for Walter Baldwin dba as Baldwin's Mini Mart in Chinle. The passing of lessee, Sybil Baldwin, created

- the Court Ordered lease assignment which the 2012 Oversight Committee did not acknowledge and thereby denied lease assignment. Recent negotiations between the Navajo Department of Justice and the Bureau of Indian Affairs as well as the Secretary of Interior, the CRBDO was able to resubmit the lease assignment back into the 164 Review. It is pending. Resource Development Committee's approval with final approval from BIA.
- 4. Environmental assessment (EA) were completed for two business (CO15862). The sites are the Burger King in Chinle and the Lukachukai Store. Both businesses have leases that expired within next year. Accordingly, the new lease process requires an EA report.
- 5. A total of two (2) applications for Business Certification and technical assistance were provided as well as two (2) business plan assistances. These created three (3) jobs. Two (2) clients were assisted with business site leasing information. Provided 2 trainings sessions on business topics.

### Eastern Regional Business Development Office

Maintain a network to serve as a direct link to local communities & to assist & promote Navajo individuals, chapters & organizations with economic development; Exercise business site lease, sublease assignment, encumbrance, permit & any modification approval authority as delegated by the Economic Development Committee of the Navajo Nation Council, pursuant to Navajo Nation Business Site Lease Administrative and Management Plan; Provide technical assistance in processing land withdrawals, developing business plans, obtaining financing, negotiating, and processing business site leases, obtaining business preference certifications, administering education seminars; assist on commercial and industrial projects; Administer the Micro-Enterprise Loan Fund and approve those loan documents, pursuant to applicable guidelines and the fund management plan; Process BIDF loan; Review loan application for all Micro-Enterprise Loan Fund and Navajo Small Business Lending Program to ensure compliance with loan guidelines.

Goal Statement	Program Performance Measure/Objective
Conduct (10) workshops and/or trainings by the program.	Number of workshops and/or trainings completed by the program per quarter.
Review and package (10) Business Site Lease Transactions/Land Withdrawals/Land Use Agreements.	Number of Business Site Lease Transactions/Land Withdrawals/Land Use Agreements reviewed and packaged per quarter.
Assist (12) clients with Business Plans, pursue Certification or Corporate Applications.	Number of clients assisted with completed Business Plans, Certifications or Corporation Applications.
Identified and applied (10) clients for funding resources.	Number of clients identified and applied for funding resources.
Monitor statistics of Jobs Creation.	Number of jobs (24) created per quarter.

#### Major Accomplishments

1 Interstate 40 Corridor (3) Chapter Master planning and Preliminary Engineering Analysis: The contractor submitted the Final Draft for review. ERBDO met with the contractor and suggested addition context to incorporate into the final study. Involved chapter officials/administration are invited to discuss the updated final study.

- 1. Pueblo Pintado Market No longer a cold food storage project. ERBDO is working with Red Mesa Trading on re-opening the Market. A site visit was conducted on 03/16/2023 with the Red Mesa Trading team to discuss plans on re-opening the Market. This project is expected to create approximately 8-10 jobs.
- 2. Northwest New Mexico Council of Governments to assist ERBDO with \$80,000.00 for a comprehensive economic feasibility and preliminary engineering analysis study for the Fort Wingate Section/Parcel 15. The study will focus on feasible commercial developments, infrastructure analysis, and cost estimates for the projects. A contractor is selected and a meeting will take place to introduce them to the chapter official and local leaders.
- 3. Thoreau 86 acres Commercial Developments: Phase 1 Navajo Nation Oil & Gas planning a mega convenience store development. Currently, ERBDO needs an example of a statement of work for a comprehensive water study to model off.
- 4. Victoria's Pizza: After years of planning, ERBDO is proud to present the grand opening on March 17, 2021. This project will add economic benefits to the region of Crownpoint.
- 5. The Eastern Navajo Chapters and Eastern Navajo Agency Council are conducting outreach/collaborations efforts to coordinate planning for developments within their respective communities. Unfortunately, not all communities are economically viable for development due to a market feasibility study issues/concerns. ERBDO emphasizes the need for regional chapters to work collectively on regional feasible projects.
- 6. ERBDO plans to re-start its Quarterly Small Business Workshops within the next 30 days. Workshop will target on basic tools and knowledge needed to operate and manage a small business.

#### Challenges

- (ON-GOING) Eastern RBDO team has been instrumental in seeking more developments and working with chapters while being cognizant of the multiple and diverse checkboard land status. ERBDO has been in discussion with Bureau of Indian Affairs regarding development
- 2. Strategies on Executive Order, Indian Allotment, Band Land, and Restricted Fee Lands.

  Development in Eastern Navajo is at slower pace compared to the neighboring RBDOs. With

the assistance of legislatures and other entities of the Navajo Nation, we can strive to better the system through economic policy and legislation amendments.

## Shiprock Regional Business Development Office

Maintain a network to serve as a direct link to local communities & to assist & promote Navajo individuals, chapters & organizations with economic development; Exercise business site lease, sublease, assignment, encumbrance, permit & any modification approval authority as delegated by the Economic Development Committee of the Navajo Nation Council, pursuant to Navajo Nation Business Site Lease Administrative and Management Plan; Provide technical assistance in processing land withdrawals, developing business plans, obtaining financing, negotiating, and processing business site leases, permits, obtaining business preference certifications, administering educational seminars; assist on commercial and industrial projects; Administer the Micro-Enterprise Loan Fund and approve those loan documents, pursuant to applicable guidelines and the fund management plan; Process BIDF loan; Review loan application for all Micro-Enterprise Loan Fund and Navajo Nation Small Business Lending Program to ensure compliance with loan guidelines.

Goal Statement	Program Performance Measure/Objective
Conduct (14) workshops and/or trainings by the program.	Number of workshops and/or trainings completed by the program per quarter.
Review and finalize (12) Business Site Lease Transactions/ Land Withdrawals/Land Use Agreements.	Number of Business Site Lease Transactions/Land Withdrawals/Land Use Agreements completed per quarter.
Assist (14) clients complete their Business Plans, pursue Certification or Corporation applications.	Number of clients assisted with their completed Business Plans per quarter.
Identified and applied (12) clients for additional non- Navajo funding resources.	Number of clients identified and applied for additional non-Navajo funding resources.
Monitor statistics of job creation.	Number of jobs created per quarter.

#### Major Accomplishments

- DED 5 Year Plan compilation in preparation for Central DED management analysis for the 164 Review.
- 2. DED BSL Audit; pending.
- 3. Five (5) Workshops and/or trainings conducted by program
  - IEDC Leadership Conference Opening Plenary Presentation
  - Business Site Lease Process Session I, 2023 Tourism Conference
  - Business Site Lease Process Session II, 2023 Tourism Conference

- Ancient Wayves Expedition Business, 2023 Tourism Conference
- Accounting for Small Business Session, 2023 Tourism Conference
- 4. Reviewed and packaged seven (7) business site lease transactions, land withdrawals and land use agreements:
  - New Business Site Lease (Shiprock One LLC)
  - Doc #018804, Lease Assignment, FuelCo US, LLC SR-01-167
  - Doc#019747, Lease Assignment, FuelCo US, LLC CH-01-122
  - EOA #E-SR-22-0025, ON MIKE ENTERPRISE, INC. dba: Burger dba: Shiprock Burger King Approved: 12/21/2022.
  - RUP #R-SR-23-0010, Lucinda Frank Approved: 01/31/2023.
  - RUP #R-SR-23-0011, Northern Agency Veteran Organization, Approved: 02/21/2023
  - Lease No. SR-01-168, K&V Enterprise, LLC, BIA cancelled lease on 01/20/2023.

#### Challenges

- Interference by Navajo Nation Office of Controller/Accounts Receivable Section in regards to
  issuance of RUP/EOA transactions is not acceptable because they are not familiar with
  RBDO determinations that are made due to application situation. Any questions, they should
  contact RBDO staff sponsoring the transaction
- 2. RBDO being left out to participate in the Settlement Agreements and/or BSL issues is a concern because there is lack of communication in regards to solutions and/or recommendations proposed by attendees. Staff have to research meeting discussions in order to catch up.
- 3. Small Business Development Department and Project Development Department taking on RBDO business site leases is confusing and inappropriate. All said Leases in the possession of SBBD/PDD should be return to the property of RBDOs to work with appropriate Lessees.

# Western Regional Business Development Office

Maintain a network to serve as a direct link to local communities & to assist & promote Navajo individuals, chapters & organizations with economic development; Exercise business site lease, sublease, assignment, encumbrance, permit & any modification approval authority as delegated by the Economic Development Committee of the Navajo Nation Council, pursuant to Navajo Nation Business Site Lease Administrative and Management Plan; Provide technical assistance in processing land withdrawals, developing business plans, obtaining financing, negotiating, and processing business site leases, permits, obtaining business preference certifications, administering educational seminars; assist on commercial and industrial projects; Administer the Micro-Enterprise Loan Fund and approve those loan documents, pursuant to applicable

guidelines and the fund management plan; Process BIDF loan; Review loan application for all Micro-Enterprise Loan Fund and Navajo Nation Small Business Lending Program to ensure compliance with loan guidelines.

Goal Statement	Program Performance Measure/Objective
Conduct (6) workshops and/or training by the program.	Conduct (6) workshops and/or training by the program.
Review of business package (10) Business Site Leases Transaction/Land Withdrawal/Land Use Agreement.	Number of Business Site Lease Transactions/Land Withdrawals/Land Use Agreements review.
Assist (12) clients with Business Plan, pursue Certification or Corporation application.	Number of clients assisted with complete Business Plan, Certification or Corporation documents.
Identified and applied (6) clients for funding resources.	Number of clients identified and applied for funding sources.
Monitor statistic of job creation.	Number of jobs created per quarter.

#### Challenges

Money for development is the real challenge. The biggest undertaking of asking for funding is Navajo Thaw. This is a bold move by community members who live in the Bennett Freeze area and extending beyond the area to Na'ha'ta'dzil in recommending an area near the interstate 40 freeways for development in Lupton. Studies like Navajo Thaw is needed for all chapters of the Navajo Nation. Community Land Use Planning Committees are there for planning development and chapter certification. But, the draw backs for these communities are the staffing for the chapters. Chapter community service coordinator and the account maintenance specialist have a high turnover rate than any job. Chapters cannot move forward because there are no employees at the chapter. Increasing the pay to match an upper management pay for both positions will help in the retention of staff. Making an agreement with them to stay or contract for four years.

# Fort Defiance Regional Business Development Office

Maintain a network to serve as a direct link to local communities & to assist & promote Navajo individuals, chapters & organizations with economic development; Exercise business site lease, sublease, assignment, encumbrance, permit & any modification approval authority as delegated by the Economic Development Committee of the Navajo Nation Council, pursuant to Navajo Nation Business Site Lease Administrative and Management Plan; Provide technical assistance in processing land withdrawals, developing business plans, obtaining financing, negotiating, and processing business site leases, permits, obtaining business preference certifications, administering educational seminars; assist on commercial and industrial projects; Administer the Micro-Enterprise Loan Fund and approve those loan documents, pursuant to applicable

guidelines and the fund management plan; Process BIDF loan; Review loan application for all Micro-Enterprise Loan Fund and Navajo Nation Small Business Lending Program to ensure compliance with loan guidelines.

Goal Statement	Program Performance Measure/Objective
Conduct (14) workshops and/or trainings.	Number of workshops and/or trainings provided per quarter.
Review and package (12) Business Site Lease Transactions/ Land Withdrawals/Land Use Agreements.	Number of Business Site Lease Transactions/Land Withdrawals/Land Use Agreements reviewed and packaged per quarter.
Assist (14) clients with Business Plans.	Number of clients assisted with Business Plans per quarter.
Assist (12) clients with completed Business Certification/Corporation applications.	Number of Business Certification/Corporation applications completed per quarter.
Monitor statistic of job creation.	Number of jobs created per quarter.

#### Major Accomplishments

- 1. Successful pre-development meeting with the Indian Wells Chapter, CLUPC, NTUA, and the Red Mesa Trading Company regarding C-store development at the N15 and N6 junction.
- 2. Meeting with Tohatchi Chapter to discuss the vacant business site formerly the Navajo Oil and Gas station. Potential new owner Craig Callaway, dba, Red Mesa Trading Company is negotiating with NOGC.
- 3. The Fort Defiance RBDO is working with Tohatchi Chapter to seek an Operator for a fast food restaurant for the other half of the Postal office building.

## **Support Services Department**

To provide Business & Industrial Development Fund hereinafter "BIDF"; Administer the financing of BIDF investment opportunities and coordinate the return of investment with respective programs; Administer all BIDF loans and coordinate with other program; administer the annual operating budgets in coordination with Division and departments; Collect data on microeconomic, economic strategy and information for the NN to prepare reports required by various funding agencies; Coordinate with Credit Services Department for credit and collection reporting and disposition of collateral repossessed; Provide information technology services; Administer the maintenance of all Division facilities, both interior and exterior.

Goal Statement	Program Performance Measure/Objective
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Provide financial/budgetary reports for DED offices and oversight Committee.	Number of reports provided per quarter.
Provide/schedule training on policies, procedures and guidelines pertaining to Division of Economic Development.	Number of training provided per quarter.
Provide IT services on DED LAN, computer hardware/ Software and related systems.	Number of IT services provided per quarter.
Provide data and statistical information relating to loan and economic development activities.	Number of data and statistic provided per quarter.
Analyze for financial valuation of loan and investment proposals.	Number of proposal reviewed per quarter.

## Real Estate Department

To implement the Navajo Nation Business Site Leasing Regulations of 2005 (Tribal Regulations). as amended, that was approved on July 10, 2006 by assuming authorities of the Bureau of Indian Affairs on management and enforcement of Business Site Leases; Manage Business Site Leases and coordinate with Division of Finance for accounting matters; Negotiate with Lessees; Enforce all terms and conditions of Business Leases; Recommend relief for leases, permits, subleases, assignments and encumbrances in default; Provide Environmental Review to ensure compliance with the Business Site Lease Management Plan; Administer the Appraisal function by conducting and reviewing appraisals in determining fair annual lease value, fair market value.

Goal Statement	Program Performance Measure/Objective
Review and create (8) legal descriptions into the land mapping system database per quarter.	Number of land mapping database established.
Complete eight (8) environmental review assignment per quarter.	Number of environmental review assignment per quarter.
Develop standard MDR for Navajo Nation.	One (1) component per quarter.
Distribute (12) Business Site Lease documents, permits, and agreements per quarter.	Number of Business Site Lease, permits, and agreements distributed.
Complete (12) Business Site Lease, permit, and agreement reviews/site inspections per quarter.	Number of Business Site, permits, and agreements reviewed and inspected.

#### Major Accomplishments

The Real Estate Department has been in process of addressing a high number of defaults on rental conditions by Lessee(s) that hold leases on the Navajo Nation. The following settlement discussions has been taking place and that have been research to get more information in working with the sponsors of the leases. The following leases:

- Antelope Point Holding lease has been extended to one year. SBDD has been working
  diligently with DOJ to final a good crafted Lease. Payment has been received for November,
  December, January and February monthly rental. RED, DOJ and SBDD are in negotiations
  for APH counter offer
- Settlement being crafted currently: William Badoni, Orville and Darlene Tsinnie
- RED was able to finalized settlements for: Tuba City Wells Fargo, RED has continual inspection and updating information regarding leases.

The following leases, Emergency Operating Agreements, Conditional Use Permits, Revocable Use Permit and Settlement Agreements were processed this quarter:

- 1. Business Site Leases (BSL)
  - Chinle: Michael Nelson Enterprises dba Churches Chicken
  - Western: Ts'ah Bii K in Trading dba Inscription House Trading Post
  - Shiprock: Shiprock One, LLC.
- 2. Emergency Operating Agreements (EOA)
  - Ft. Defiance: Giant Four Corners LLC Speedway
  - Chinle: Navajo Nation Oil & Gas Chevron Chinle
  - Chinle: Speedys Septic
- 3. Revocable Use Permit (RUP)
  - Shiprock: Lucinda Frank, Shiprock Flea Market
  - Shiprock: Northern Agency Veterans Organization NAVO

#### Challenges

Political influence on BSL rental issues or other issues in general. Lessees use this strategy to eliminate the need to work directly with RBDO and RED to address noncompliance defaults and issues. Lessees need to take ownership of leases to ensure proper processes and avoid prolonged efforts on resolving.

## Karigan Professional Office

Administer the maintenance of Division facilities (interior and exterior), premises, and property.

Goal Statement	Program Performance Measure/Objective
Preventative maintenance HVAC units, fire systems, elevator, lights, and equipment.	Number of services conducted per quarter.
Building afety inspection for Life, Health and Property.	Number of inspection performed per quarter.

## Division of Economic Development

Monitor maintenance service contracts.	Number of compliance meeting conducted per quarter.
General building maintenance and repairs.	Number of work orders performed per quarter.
COVID-19 sanitizing services for KPOC.	Numbers of services provided per quarter.

# **Environmental Protection Agency**

Program	Enabling Resolution/Statute
Environmental Protection Agency Administration	CAP-47-95 and 2 NNC § 1921 and RDCMY-44-17
Air & Toxics Department	RDCMY-44-17
Pesticide Enforcement	RDCMY-44-17
Surface & Groundwater Protection	RDCMY-44-17
Public Water System	RDCMY-44-17
Navajo Air Quality Control Program	RDCMY-44-17
Waste Regulatory Compliance Department	RDCMY-44-17
Resource Conservation and Recovery	RDCMY-44-17
Criminal Enforcement Department	RDCMY-44-17
Water Quality/National Pollutant Discharge Elimination Systems Program	RDCMY-44-17
Indoor Radon Program	RDCMY-44-17
Leaking Underground Storage Tank	RDCMY-44-17
Underground/Aboveground Storage Tanks	RDCMY-44-17
Underground Injection Control	RDCMY-44-17
Air Quality Control Program Permit	RDCMY-44-17
Public Water Systems Supervision	RDCMY-44-17
Clean Water Fund	RDCMY-44-17
Hazardous Substance Fund	RDCMY-44-17

# **Environmental Protection Agency Administration**

RDCMY-44-17: Amendments to the Navajo Nation EPA Plan of Operation were made by Committee Resolutions RCD-291-93 and GSCJY-50-94, CAP-47-95. Approving Amendment o Enabling Legislation 2 NNC 501(A) (2)(g). Management and Oversee Division, Departments, and Programs to implement goals and accomplishments; support departments & programs through GAP Program.

Goal Statement	Program Performance Measure/Objective
Organize Navajo EPA programs with respect to OPVP, and the NNC, legislative priorities	Number of impactful and data driven program development actions per quarter.
Development of Navajo EPA programs and regulations.	Number of actions to enhance Navajo EPA programs & further development of regulations or develop initiatives outlines in regulations.
Respond to technical assistance from departments, federal agencies, chapters and individuals.	Number of response to request for Technical Assistance
To inform, educate and provide community outreach & communicate hazards as needed	Number of community outreach.
Ensure review of 164 packets & assist w/ARPA projects for FY 23, & 24.	Number of packets reviewed and approved per quarter.

#### Major Accomplishments

- 1. NNEPA Public Water Supply Supervision Program (PWSSP) meets with the NTUA on a monthly basis to receive information about the status of the administrative orders to comply for the NTUA-Dilkon, NTUA-Toadlena and NTUA-Aneth public water systems.
- NNEPA PWSSP are working with the New Mexico Environment Department regarding the
  compliance of the Safe Drinking Water Act Requirements for surface water in the Cutter
  Lateral Treatment Plant. NMED shares the monthly operating reports and any violations
  with the NNEPA PWSSP.
- 3. NNEPA PWSSP received a Tohajiilee Water Blending Study (Carollo Group) that will be used to ensure that surface water piped to the community of Tohajiilee from the City of Albuquerque complies with the Safe Drinking Water Act.
- 4. ARPA-PWSSP staff reviewed construction permits for septic tank installations of 59 homes.
- 5. 01/27/23 Re-instituted the regular Administrative Support Staff Meetings; Introduction of Mr. Stephen B. Etsitty, Executive Director. Monthly meetings are for all NNEPA Administrative Support Staff to coordinate and work together on all administrative work duties. Administrative Assistant in the Office of the Executive Director is the lead coordinator for this matter.
- 6. Submitted Grant Applications/Awards for Applications to USEPA through Grants.gov. (4). Principle Contract Analyst is the NNEPA point of contact to coordinate submission of grant applications or process for accepting grant awards, pursuant to NN OMB FY 2023 Budget Instructions Manual.
- 7. Re-emphasized the need for staff and managers to complete FMIS/6B Procurement Training across all NNEPA business units; Staff and managers to complete training and compile certifications and ensure all aspects of 6B Procurement are addressed. Principle Contract Analyst is the FMIS/6B Training coordinator for NNEPA.

- 8. Initiated an informal desk audit of the NNEPA ARPA Office, budget, budget justifications, contracts and scopes of work, and expenditures since November 2021 review is ongoing and will be completed in 3rd Quarter.
- 9. Notices sent to NNEPA Managers and Supervisors to submit FY 2024 Special Revenue Budget Requests to Office of the Controller; all budget requests were submitted in a timely manner.
- 10. NNEPA Public Water Systems Supervision Program (PWSSP) issued administrative orders to comply to the Navajo Tribal Utility Authority for the NTUA-Dilkon, NTUA Toadlena, and NTUA Aneth public water systems. Dilkon violated the Trihalomethanes (TTHMs) maximum contaminant level (MCL), Toadlena violated the arsenic MCL and Aneth violated the arsenic MCL. NTUA built treatment plants to remove these contaminants and have until 2024 to complete the quarterly sampling of these systems after treatment is built and is processing water.
- 11. NNEPA PWSSP issued an administrative order to comply to the BIA Seba Dalkai School. This school purchases water from NTUA Dilkon. When NTUA begins to process water through the treatment facility, the TTHMs will reduce and become compliant with the Navajo Nation Safe Drinking Water Act.
- 12. Reviewed a draft letter prepared by NNWO, addressed to the U.S. Department of the Interior (USDOI), regarding Cove Day School Replacement. The draft NNWO letter encompassed many of the Air & Toxics Department's (ATD) comments provided previously in 2022. October 7, 2022, the U.S. Department of Interior (DOI) through a consultation request, sought input on three (3) primary questions related to the replacement of the existing Cove Day School. The ATD's, and Radon Program comments of 11/21/22 provided the following, specific to Radon levels: (1) Installation of a Radon barrier in the construction of a new Cove Day School; (2) Due to the fact that the geology beneath different buildings can vary widely, as do the materials used to construct individual buildings, it is recommended that the new school building and its associated attachments, be tested for the presence of Radon; (3) Obtain the Indoor Air Quality Tools for Schools Action Kit to begin learning how to improve indoor air quality at the school. The ATD recommended a few edits, and recommended the NNWO finalize the letter.
- 13. Attended the March 30, 2023 RDC Work Session held at Nenahnezad Chapter regarding the topic: a work session with Navajo Transitional Energy Company, Division of Natural Resources, Department of Minerals, Navajo Nation Land Department, Navajo Environmental Protection Agency (NNEPA), Navajo Department of Justice Natural Resources Unit, Office of President & Vice-President, and U.S. Department of the Interior Bureau of Indian Affairs to discuss the land surrender area of the Navajo Mine. The NNEPA previously provided information and concerns related to a USEPA Proposed Rule that has not been finalized. Depending on how the USEPA Proposed Rule regarding Hazardous and

Solid Waste Management System/Disposal of Coal Combustion Residuals from Electric Utilities: Federal CCR Permit Program is finalized, the Navajo Nation could be designated as a landowner for the locations where coal combustion residuals (CCR) presently are located. If those areas are relinquished to the Nenahnezad Chapter, the Navajo Nation could be liable for the coal ash. In 2020, the Navajo Nation submitted comments to this Proposed Rule, and the Proposed Rule is still not finalized. The Proposed Rule did not come out of USEPA Region 9. It came out of USEPA Headquarters. According to updates from USEPA Region 9, USEPA is still addressing the comments internally, and there is not a specific time period when a Final Rule will be published. NNEPA is supportive of the land surrender. However, there should be more consideration as to what will happen if the Navajo Nation is deemed the landowner. Our recommendation is to not have the Navajo Nation as the landowner. The land area in this matter is trust land, where the Navajo Nation does not "own" the land. Navajo Nation Tribal Trust Land is held in trust by the federal government.

- 14. 03-23-23, forwarded NNEPA comments to the Navajo Nation Washington Office in response to an invitation from the U.S. Department of the Interior (USDOI) seeking input from Tribal Leaders, Alaska Native Corporation Leaders, and Native Hawaiian Community Leaders, on the development of a policy to respect, and equitably promote the inclusion of, Indigenous Knowledge in the Department's decision making, program implementation, and other activities. This policy will guide the Department's Bureaus and Offices.
- 15. Submitted Grant Applications/Awards through Grants.gov for UIC and PWSS programs.

## Challenges

- \$8 million in ARPA funds that were appropriated to NNEPA in November 2021 will be a
  challenge to fully expend. A decision will be made in the 3rd Quarter if any NNEPA ARPA
  funds will be reverted back to the FRF Office and for the Office of President and VicePresident to re-program for other needs.
- 2. Renewed Uranium exploratory drilling and In Situ Leachate or Recovery prospecting has impacted the Churchrock Chapter, Churchrock, NM, on a land area known as Section 17. This land is private land surrounded by Navajo Nation Trust Lands. NNEPA and USEPA have been monitoring and inspecting the ongoing exploration activities of a company named NuFuels Inc. A memorandum of understanding was entered into by the Navajo Nation President in December 2022 and it expired on March 1, 2023. There has been no actions taken to re-new the MOU. Site investigations have caused the WRCD to coordinate with USEPA on potential violations of environmental regulations, e.g. fuel storage tank use and alterations of surface water ways. On-going monitoring will continue.
- 3. A Record of Decision was published on 02/15/23 by the U.S, Nuclear Regulatory Commission to amend a license that allows the use of the United Nuclear Corp. Superfund

site to receive approximately 1 million cubic yards of waste material from the Northeast Churchrock Mine Site. This large volume of waste repository will be constructed on top of the UNC uranium mill tailings impoundment. NNEPA will continue to work with USEPA, USDOI, USNRC, the affected Navajo Nation communities to identify alternatives that would also allow for the removal of NECR waste material to a waste repository farther off of Navajo Nation lands.

- 4. NNEPA has over 25 vacant positions, including two managerial positions. NNEPA will be initiating a recruitment effort to attract talented candidates to apply for the positions. The challenge is that several positions are in technical roles and require Bachelors of Science or other technical degrees, and other technical skills, and it has always been an additional challenge to find qualified personnel.
- 5. There will be a need to review the salary structure for NNEPA technical and non-technical personnel to evaluate the need to adjust the compensation for all NNEPA positions.

#### Key Meetings

- March 9, 2023 attended a meeting with the USEPA Region 9 Regional Administrator Martha Guzman and President Nygren, and NNWO Director Justin Ahasteen to discuss Abandoned Uranium Mine issues, the U.S. Nuclear Regulatory Commission Record of Decision on United Nuclear Corporation/Northeast Churchrock Mine clean up, and several Climate Change grant opportunities.
- 2. March 10, 2023 met with the representatives of the Red Water Pond Road Community Association (RWPRCA) regarding issues at Northeast Churchrock Mine, United Nuclear Corp Superfund Site, Section 17 active Uranium exploration, and the U.S. Nuclear Regulatory Commission Record of Decision. This was a follow up to a December 2022 letter from the RWPRCA sent to the Transition Team requesting a meeting. OPVP, Department of Justice, Division of Natural Resources and NNEPA WRCD all attended and responded to the community members' concerns about the proposed remedy for the Northeast Churchrock Mine clean up. Discussion also included the need to update and strengthen the existing Navajo Nation statutes regarding a Uranium mining moratorium. There was an agreement to schedule a follow up meeting.
- 3. March 16, 2023 provided an orientation for the RDC regarding the NNEPA Departments and Programs.
- 4. March 22, 2023 provided an update to the RDC regarding the status of NNEPA Plans of Operations, all Plans of Operations are in compliance; however, there will be several amendments proposed to make technical corrections and to address the NNEPA needs to conduct Capital Improvement Project, such as facilities planning, design and construction for future growth.

- 5. March 23, 2023 participated in a National Tribal Caucus meeting to discuss the FY 2025 proposed budget and addendum's, and to introduce the new Executive Director for NNEPA.
- 6. March 28 29, 2023 NNEPA SGWPD met with the USEPA Region 9 Water Division management and Grants management officials to conduct a review of the FY 2022 grants, work plan deliverables, and major projects.
- 7. March 29, 2023 one-to-one meeting with RDC Chair to discuss priority matters such as the NNEPA need for a Capital Improvement Program, to discuss the USEPA development of remedial decision documents for a number of Abandoned Uranium Mines, and the need to coordinate a review of the entire federal government work under the current 10-year plan to address Abandoned Uranium Mines.
- 8. March 29, 2023 the Executive Director met with USEPA Region 6 Superfund Managers to introduce himself and to hear an overview of the Abandoned Uranium Mine projects that USEPA Region 6 is coordinating. USEPA Region 6 was allocated funds from the Tronox settlement to address several AUMs near Ambrosia Lake, New Mexico, located near the Navajo Nation. These particular mines were previously owned by Kerr-McGee.
- 9. March 30, 2023, attended the RDC Work Session held at Nenahnezad Chapter regarding the topic: The Resources and Development Committee will be conducting a work session with Navajo Transitional Energy Company, Division of Natural Resources, Department of Minerals, Navajo Nation Land Department, Navajo Environmental Protection Agency, Navajo Department of Justice Natural Resources Unit, Office of President & Vice-President, and U.S. Department of the Interior Bureau of Indian Affairs to discuss the land surrender area of the Navajo Mine. Another work session will be scheduled to continue the discussions.
- 10. April 12, 2023 NNEPA Waste Regulatory Compliance Department-Superfund Program and the Executive Director attended a meeting of the Red Water Pond Road Community Association (RWPRCA) at the Churchrock Chapter House. The RWPRCA meets monthly. Representatives from the USEPA Regions 6 and 9, US Nuclear Regulatory Commission, and the Bureau of Indian Affairs-Eastern Agency were also in attendance. The main topic of the agenda was to hear updates regarding the status of the efforts to come to a decision on cleaning up the Northeast Churchrock Mine. The discussions addressed questions about the US Nuclear Regulatory Commission Record of Decision to amend the license at the United Nuclear Corporation Superfund Site and the status of USEPA's Engineering Evaluation/Cost Analysis (EE/CA) which are major factors for forthcoming remedial decision to dispose of waste material from the Northeast Churchrock Mine site. The RWPRCA continues to advocate for all waste material from the Northeast Churchrock Mine site to be disposed at a location farther away from their communities. NNEPA will continue to work with the federal government on developing an off-reservation, long-term repository for Abandoned Uranium Mining waste material.

11. Meet and Greet with the Office of the Inspector General from the USEPA is scheduled for April 26, 2023 at 8:00am., with OMB, OOC, DOJ & OPVP. The OMB will coordinate the meetings.

## Air & Toxics Department

CAP-47-95: Approving the Amendment of Enabling Legislation 2 N.N.C, Sec. 3401, et. Seq., for the purpose of establishing the Environmental Protection Agency and Adopting the Navajo Nation Environmental Policy Act, RDCMY-44-17: Navajo Nation EPA's Plan of Operation.

Goal Statement	Program Performance Measure/Objective
Improve ambient and IAQ on the Navajo Nation.	Collaborate with USEPA, counties, state & FLMs, chapters/communities to achieve air quality goals.
Promote community awareness and participation in permitting processes.	Involve chapters, 3-Branches of the NN and NGOs in air permitting processes.
Support development activities on the Navajo Nation.	Provide technical & compliance guidance/assistance through environmental reviews.
Utilize research, studies, science, assessments to improve air quality.	Report number of activities pursued/developed to address health and AQ issues on the NN
Identify/analyze presenting air quality issues.	Review, analyze, make recommendations to address disproportionate AQ impacts to NN

#### Pesticide Enforcement

Goal Statement	Program Performance Measure/Objective

# **Surface & Groundwater Protection**

CAP-47-95: Approving the Amendment of Enabling Legislation 2 N.N.C Section 3401 *et seq.* for the Purpose of Establishing the Environmental Protection Agency and Adopting the Navajo Nation Environmental Policy Act. RDCMY-44-17: Navajo Nation Environmental Protection Agency's Plan of Operation.

Goal Statement	Program Performance Measure/Objective
Ensure protection of surface/groundwater through enforcement of NNCWA & NNSDWA.	Report #s of inspections notices of violations/enforcement orders, and technical assistance
Ensure compliance of NNCWA/NNSDWA through review of 164 documents/projects	Reports #s of environmental reviews and #s of collaborative projects
Ensure program development by policy, regulations and primacy/delegation projects.	Report #s of policy/grants/projects/regulations protecting surface and groundwater sources.
Promote public environmental education and training for operators; increases compliance.	Report #s public education events, #s training, #s outreach activities and web site updates
Report quarterly reports/data uploads to EPA	Report #s of electronic reports (DIME, UIC data, WQX) of data collection & data sharing

# **Public Water System**

Goal Statement	Program Performance Measure/Objective

# Navajo Air Quality Control Program

Goal Statement	Program Performance Measure/Objective

# Waste Regulatory Compliance Department

Ensure that abandoned facilities and facilities that releases, generate, transport, treat, store & dispose of hazardous/non hazardous waste and/or store hazardous material to comply with federal and Navajo Nation Laws and regulations.

Goal Statement	Program Performance Measure/Objective
Ensure regulated facilities and individuals comply with NNEPA/WRCD regulations.	Review environmental documents, NOV, Field Citations, Compliance Orders, CAP.
Ensure compliance assistance is provided to reporting parties on spills or project development.	Review environmental documents and plans for compliance w/NNEPA/WRCD regulations.
Enforce NNEPA/WRCD environmental laws/regulations to protect human health/environment.	Issue directive letters, NOV, compliance orders to recalcitrant entities on releases or dumping.
Educate community & regulated entities on NNEPA/WRCD environmental requirements.	Participate in outreach/education activity on NNEPA laws to community & regulated entities
Ensure external project & grant requirements are in compliance with funding source.	Complete & submit progress reports to funding source. Participate in periodic mtgs.

## **Resource Conservation and Recovery**

RDCMY-44-17 CAP-47-95 Provides the Program authority for A. Civil Enforcement; B. Education; C. Technical assistance; D. Promote environmental awareness through external funds resources; and E. Promote technical services for solid waste involving hazardous waste substances.

Goal Statement	Program Performance Measure/Objective
Enforcement of citations based on 100 civil complaints for solid waste issues to protect human health and environment.	Administrative/Civil Enforcement of the Navajo Nation Solid Waste Act & Regulations.
Conduct 60 inspections, monitoring, and assistance for waste issues to protect human health & environment.	Compliance with the Act and regulations for human health and safety.
Provide 28 presentations to NN entities on solid waste contamination prevention and recycling.	Educational workshops, presentations, and technical assistance based on Act/Reg.
Provide 16 technical assistance to Navajo communities on solid waste issues.	Technical Assistance to Navajo communities regarding environmental solid waste issues.
Provide 16 technical assistance to Navajo communities on grants.	Technical assistance to Navajo communities regarding grants that could create jobs.

# **Criminal Enforcement Department**

CAP-47-95: Approving the Amendment of Enabling Legislation 2 N.N.C Section 3401 et. seq. for the Purpose of Establishing the Environmental Protection Agency and Adopting the Navajo Nation Environmental Policy Act. RDCMY-44-17: Navajo Nation Environmental Protection Agency's Plan of Operation.

Goal Statement	Program Performance Measure/Objective
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Provide protection of all Natural resources (land, water, air) through enforcement of environmental laws and regulations.	Number of support to NNEPA programs to ensure compliance at all infrastructure development/improvement.
Provide civil/criminal investigation services to Air Quality, Water Quality & Waste Regulatory Departments.	Support NNEPA programs by 20 calls for service and investigations.
To ensure community safety, provide Public Education & Awareness of all applicable environmental laws/regulations.	Provide 20 outreach to Chapters, Communities, Youth, Elderly, various organizations, school & regulated community.
Provide Public Safety, technical & emergency assistance to various affected law enforcement agencies of environmental laws & regulations & other appl. laws	Deliver 10 calls for assistance to communities and other agencies & organizations.

# Water Quality/National Pollutant Discharge Elimination Systems Program

Goal Statement	Program Performance Measure/Objective

## **Indoor Radon Program**

CAP-47-95: Approving the Amendment of Enabling Legislation 2 NTC, Sec., 3401, et. Seq., to establish the Navajo Nation Environmental Protection Agency and Adopting the Navajo Nation Environmental Policy Act, RDCMY-44-17: Navajo Nation EPA's Plan of Operation for matters relating to the environment of the Navajo Nation.

Goal Statement	Program Performance Measure/Objective
Increase Radon knowledge & proficiency to reduce health risks from Radon on NN	# of structures assessed/tested for Radon and radiation on Navajo Nation.
Disseminate information about Radon and IAQ topics to reduce environmental risks.	Number of responses/interactions w/public from Radon website or other interactions.
Encourage independent Radon testing to reduce risks from exposure to Radon.	Number of workshops conducted for tribal programs, chapters, etc.
Reduce environmental risks related to AUMs under Contaminated Structures Project.	Number of cooperative actions taken to reduce exposure risks

Use IAQ outreach strategies to improve health and	Projects developed, agreements implemented, IAQ
indoor air quality in communities	presentations.

## Leaking Underground Storage Tank

To prevent releases to the soil and groundwater from storage tanks containing regulated substances such as petroleum fuel. The program carries tasks out to ensure the regulated community is educated about the requirements for maintaining and operating their storage tanks. Also, the program conducts periodic compliance inspections on storage tanks as an enforcement measure to ensure owner/operators are abiding by the Navajo Storage Tank Act.

Goal Statement	Program Performance Measure/Objective
Ensure abandoned and/or leaking fuel storage tanks comply with the NNSTA.	Monitor the removal of abandoned and/or leaking fuel storage tanks.
Ensure clean up of petroleum contaminated soil & groundwater resources at leaking sites.	Monitor investigation/remediation activity at petroleum contaminated sites.
Ensure remediation work plans & reports meet the NNSTA & clean up standards	Review & comment on proposals, reports, lab results & remediation plans for site clean up.
Ensure the complete remediation of contimated sites meet Soil/Water Cleanup Standards.	Issue No Further Action Letters to sites that meet the NNEPA Soil/Water Cleanup Standards

## Underground/Aboveground Storage Tanks

To prevent releases to the soil and groundwater from storage tanks containing regulated substance such as petroleum fuel. The program carries tasks out to ensure the regulated community is educated about the requirements for maintaining and operating their storage tanks. Also, the program conducts periodic compliance inspections on storage tanks as an enforcement measure to ensure owner/operators are abiding by the Navajo Storage Tank Act.

Goal Statement	Program Performance Measure/Objective
Ensure ST facilities are in compliance with leak detection & leak prevention requirements.	Conduct inspections to ensure Storage Tanks (ST) comply w/NNSTA & federal regulations.
Educate the owner/operators on ST release detection & prevention requirements.	Conduct Owner/Operators Training on Storage Tank operation and maintenance.
Ensure identified violations resulting from inspections are corrected to comply w/NNSTA.	Follow-up on ST inspections.

# **Underground Injection Control**

CAP-47-95: Approving the Amendment of enabling Legislation 2 N.N.C., Section 3401 *et seq.* for the purpose of Establishing the Environmental Protections Agency and Adopting the Navajo Nation Environment Policy Act. RDCMY-44-17; Navajo Nation Environmental Protection Agency's Plan of Operation.

Goal Statement	Program Performance Measure/Objective
Ensure compliance of NN Safe Drinking Water Act/Underground Injection Control Regs.	Report quarterly, #s of monitoring onsite inspections, investigations, and enforcement performed.
Implement environmental laws & regulations & UIC permitting.	Report quarterly, the #s of injection well permits issued, reviewed and renewed.
Conduct investigation of spills and pit remediation.	Report quarterly, the #s of spills reported and pit closure plans.
Ensure the protection of groundwater supplies by proper well	Report quarterly, #s of plugging/abandonment of injection wells.
Promote protection of drinking water sources through public	Report quarterly activities promoting protection of underground sources.

# Air Quality Control Program Permit

For the purpose of establishing the Environmental Protection Agency and adopting the Navajo Nation Environmental Policy Act, RDCMY-44-17; Navajo Nation Environmental Protection Agency's Plan of Operation.

Goal Statement	Program Performance Measure/Objective
Ensure all permit actions are addressed involving permit renewals, amendments, application completeness, public notice & issuance.	Ensure the 11 Title V facilities are being regulated efficiently to meet required permit standards.
Conduct Title V Annual Compliance Inspections at each NNEPA Permitted Title V Facility	Complete Annual Inspection Reports for each inspection performed
Maintain status on new environment regulations.	Interpret regulations & provide information to general public & regulated facilities on U.S. EPA air regulations
Maintain Emission Inventory of Major/Minor: Point sources/Area source/quarter.	Ensure data is form of Excel and Access spreadsheet and entered per quarter.
Maintain adequate public information/outreach on program activities	Conduct 3 outreach activity per quarter

# **Public Water Systems Supervision**

CAP-47-95: Approving the Amendment of Enabling Legislation 2 N.N.C. Section 3401 et. Seq., for the purpose of Establishing the Environmental Protection Agency and Adopting the Navajo Nation Environmental Policy Act. RDCMY-44-17: Navajo Nation Environmental Protection Agency's Plan of Operation.

Goal Statement	Program Performance Measure/Objective	
Ensure all operators of of drinking water facilities are certified to maintain/operate a drinking water facility.	Report quarterly numbers of operator certification training, workshops & exams.	
Ensure all operators of wastewater facilities are certified to maintain/operate a wastewater facility.	Reports quarterly numbers of operator certification training, workshop and exams.	
Ensure drinking water/wastewater facilities are built to comply w/the NNSDWA/NNCWA.	Report quarterly #s of construction permits & final inspections for water/wastewater.	
Ensure all drinking water/wastewater facilities are inspected on a scheduled basis.	Report quarterly #s of drinking water/wastewater sanitary surveys were conducted.	
Promote water/wastewater awareness through training and public education.	Report quarterly all public educational activities.	

#### Clean Water Fund

Established for the purpose to protect the public health and the NN environment through legislative proposals, monitoring and data collection, rule making as authorized by Navajo Nation law, public education, obtaining funding and restoration activities and other appropriate means.

Goal Statement	Program Performance Measure/Objective
To report the # of ambient WQ samples collected from 7 watersheds.	To collect 25 ambient WQ samples to be analyzed by our contract laboratory.
To complete plugging of 3 flowing wells	Q1: RFP & bid selectn; Q2: Finalize contract; Q3: preliminary field wrk; Q4: Log & plug well

#### Hazardous Substance Fund

CAP-47-95: Approving the Amendment of Enabling Legislation 2 N.N.C. Section 3401 et. Seq. for the Purpose of Establishing the Environmental Protection Agency and Adopting the Navajo

# Nation Environmental Policy Act. RDCMY-44-17: Navajo Nation Environmental Protection Agency's Plan of Operation.

Goal Statement	Program Performance Measure/Objective
Routine reporting of program statistic & services provided.	Report on processes of remedial actions & responses including technical support, those in 2,3.4.
Evaluation of potential risks to public health & environment from hazardous substances.	Conduct assessments, oversee and followup on remedial activities.
Continue partnership role to address AUM w/EPA Region 9, 6, States, NN Progs	Receive Uranium Commission Quarterly Reports & meet with EPA Quarterly.
Continue to incorporate updates/revisions for NSPÕs Quality Assurance Project Plan (QAPP)	Implement QAPP protocols including SOPs and ensure partners use the same.
Continue required communication w/community, chapters, stake holders on project activities	Report on Field visits & technical presentations w/community, chapter, technical grp. & legal advisors.

# **Division of General Services**

Program	Enabling Resolution/Statute
Division of General Services Administration	CO-87-95 and 2 NNC § 1251/GSCS-69-95
Insurance Services Department	BFN-34-17
ISD Safety and Loss Control	BFN-34-17
ISD Risk Management Program	BFN-34-17
ISD Employee Benefit Fund	BFN-34-17
ISD Worker's Compensation Program	BFN-34-17
Telecommunications & Utilities	HEHSCS-15-15
Navajo Air Transportation Department	HEHSCMY-07-17
Facilities Maintenance Department	HEHSCAU-29-12
Department of Information Technology	HEHSCS-17-16
Records Management Department	GSCS-40A-10
RMD Duplicating Services Program	GSCS-40A-10
Fleet Management Department	HEHSCJY-10-17
Employee Housing Department	HEHSCMY-06-17

## **Division of General Services Administration**

The purpose of the Division of General Services is to administer, plan, manage and monitor all administrative service activities of the Navajo Nation Government. The Division of General Services shall facilitate effective management and delivery of services.

Goal Statement	Program Performance Measure/Objective
Quarterly Program Reviews.	Each Quarterly, all DGS programs will be reviewed to ensure continuous improvement activity.
Development of overall DGS Safety Plan.	By the end of the 3rd Quarter, implement a DGS Safety Plan.
DGS Program Personnel Assessment.	Each Quarter, two DGS programs will be assessed to ensure efficiency of position classifications.

Program Cost Analysis	Ensure the rates being charged are set to ensure financial self-sufficiency.
Complete Comprehensive Facilities Assessment.	By end of 2nd Qtr, complete facilities assessmnt to ensure data sets are aligned between Fac. Maint. Dept., Insurance Svcs., Dept & Property Mgmt.

#### Major Accomplishments

- 1. ADA Accessibility: Project is being advertised for bids proposals. \$13.3 was allocated by the 24th Navajo Nation Council to address accessibility issues for 164 Navajo Nation buildings.
- 2. Building Codes Legislation for approval. Sponsor Eugenia Charles-Newton. The Navajo Nation does not have a formal adoption of the Uniform Building Codes. This will establish standards and references for all new buildings being constructed.
- 3. Awarded HVAC replacement contract for five programs.
- 4. A Request for Proposal for the HVAC Systems for seventy-five (75) Employee Housing Units was completed and a vendor was selected. The process of a contract to be completed through the 164 Process will be initiated.
- 5. A Request for Proposal (RFP) for the replacement appliances (stove, range hoods, and refrigerators) for one-hundred fifty (150) Employee Housing Units and a RFP for the replacement of water heaters for seventy-five (75) Employee Housing Units was advertised. Unfortunately, there were no qualified vendors. The proposal will be re-advertised.
- 6. The Heating, Ventilation and Air Condition (HVAC) was replaced by Facilities Maintenance Department during the winter of 2023. Navajo Air Transportation was without heating and cooling for nearly one year.
- 7. Navajo Air Transportation is working with the Federal Aviation Administration to become FAA compliance.
- 8. NAT advertised to have a perimeter fence installed around the airport runway and terminal. Black Creek Fencing Company was selected and contract was completed to being the process in 2022.
- 9. KingAir 200's engine overhaul has been completed; the engine inspection phase will need to be initiated.
- 10. All the five (5) agency service center were able to make our 1st responders vehicles service and repairs a priority. This is in light of the emergency declaration issued by the President Dr. Nygren, which helped assist the families affected by the snow and rain/mud.
- 11. Partnership with Work Force Development and recruit young adults to assist and expand these individuals' skills in the mechanical field. A total of six (6) young adults were able to complete their work tenure with Fleet and out of the six (6) individuals, two (2) were accepted in UTI (Universal Technical Institute) to gain more knowledge in the automotive field and the other one (1) individual was able to get hire by one of area service centers.

- 12. Internal Firewall installed for stronger network security posture. Implemented and deployed two internal firewalls, taking on the role of central routing. This will enable monitoring of East-West traffic, moving the Navajo Nation network toward Zero-Trust. This improves visibility into the network and will enable DIT to mitigate ongoing threats within our environment.
- 13. Implemented an on premise Hyper Converged Infrastructure redundant fail-over site. Deployment of a six-node failover cluster as a part of the DR (Disaster Recovery) plan. DR is for business continuity for the Navajo Nation government, in case of unforeseen disaster at the primary site. Also, during the deployment of the DR appliances, we were able to optimize the current production cluster.
- 14. Deployment and implementation of M365. Procured new Microsoft enterprise agreement for DIT 3500 users with a G3 government suite license. DIT provisioned an on-premises identity management server with Microsoft cloud services. During the transition of the incoming new Navajo Nation President, Dr. Buu Nygren, new M365 accounts were created and assigned to all incoming cabinet staff. DIT will continue to deploy M365 to end-users. Currently we have deployed 379 M365 licenses to users.
- 15. Safety Loss/Control staff participated in the "Operation Snowfall" with the Emergency Operation Center setup by Department of Emergency Management.
- 16. Actuarial Studies completed for Risk Management / Workers' Compensation Program for insurance premiums for FY 2024 Budget process.
- 17. Employee Benefits Program conducted orientation and enrollment for Executive and Legislative staff newly elected January 10, 2023.
- 18. Engagement in KPMG Audit for NNOOC's Annual Audit Report for 2022 to provide supporting documentation to auditors.
- 19. Telecommunication Section
  - Processing over 5,400 monthly telephone invoices
    - Processing contract internet invoices
    - Verifying and reconciling over 5,400 invoices for posting and updating the daily log
    - Overall spent over \$341,234 for telephone invoices
    - Received, prepared and submitted 163 Telephone & Data Service Requests

#### 20. Utility Section

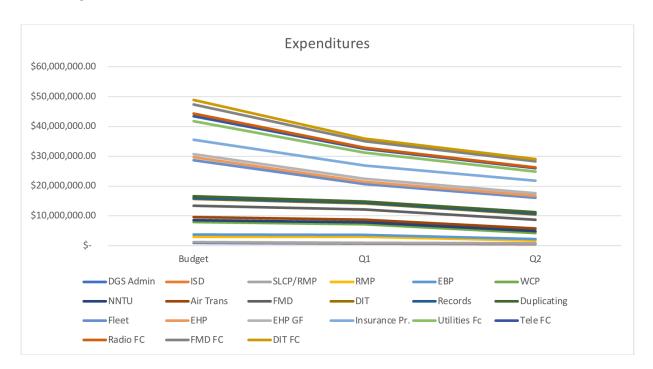
- Processed approximately 3,129 utility invoices.
  - Processed 85 contract invoices.
  - Overall, spent over \$1,971,245 for utility payments.
  - Reconciled utility payments. Handling disconnect notices. Researching and fixing billing discrepancies.
  - Updating Daily Posting log, done weekly.

#### Challenges

- 1. Department of Public Safety takes too long to process background checks for new hires.
- 2. IT silos exist in every Branch, Division, department, and programs. NNDIT provides monitoring, analyzing and troubleshooting services to IT silos. Each IT silo has their own.
- 3. DIT has challenges when working to get policies and resolutions passed by Council/OPVP. Support is needed from programs and departments for all new policies to implement. New IT Security Policies have been drafted and are ready for review by the DIT team before being submitted through the legislation process. Specific Navajo Nation Government programs need to comply with various IT security frameworks.
- 4. No centralized data sharing implementation. Multiple file management and data applications are implemented across the Navajo Nation government, i.e., File Maker Pro (DPM & DMB), Case management system, Police application, Vital Records, Student information system (DODE), FMIS, Land Department, etc. DSS, TANF, FMIS, Land Department and others have their own data center sites at a large recurring cost which are managed by third party consulting firms.
- Automotive parts nationwide backorders, due to the pandemic and technological shortages, the entire country is experiencing a nationwide parts backorder, which delays our vehicle repairs.
- 6. New vehicle acquisitions, again with the pandemic, technological shortage, and economy conditions, the manufactories are having a hard time keeping up with production. However, luckily with our latest bid, the identified vendor has the capabilities to have vehicles available for us to procure, therefore, time is of the essence to generate a purchase order.
- 7. Procurement Process too long of a process, when the Program currently works directly with Home Depot, Gallup Lumber, and other various vendors within proximity for building materials, supplies, and appliances through an open purchase order for emergency or as needed purposes.
- 8. Problems encountered for renovations back order of materials, supplies, appliances with vendor (2 weeks at the most for delivery of order).
- 9. Procurement Process too long of a process, when the Program currently works directly with Home Depot, Gallup Lumber, and other various vendors within proximity for building materials, supplies, and appliances through an open purchase order for emergency or as needed purposes.
- 10. Problems encountered for renovations (Myron) back order of materials, supplies, appliances with vendor (2 weeks at the most for delivery of order).
- 11. NOSHA imposing unreasonable demands on occupancy. Instead of working out deficiencies for building concerns, it's been the norm to close buildings. NOSHA seem to always

- misinterpreted codes and procedures. Consolidate NOSHA and Safety Loss for consistency in application of the codes and polices.
- 12. Records Management Department does not have adequate facility to continue to store Navajo Nation vital government records in an environment that is unsafe and unsecured; no fire suppression, security alarms, security system with lighting and camera's, no proper fencing and razor wire to protect facility. RMD is a liability.
- 13. RMD is a general funded department, and RMD is affected by not receiving allocation from the Projected Recovery of IDC Funds. This has impacted our services provided to Navajo Nation government.
- 14. The COVID-19 pandemic has significantly affected the Duplicating Services on providing copying services and revenue generation overall.
- 15. Overall Personnel issues: Recruitment and retention.

#### The Budget



BU	Dept. Name	Budget	Q1	Q2
112001	DGS Admin	\$878,832.00	\$675,148.51	\$543,661.55
112003	ISD	\$271,145.00	\$181,713.84	\$179,549.07
112004	SLCP/RMP	\$54,496.13	\$19,317.73	\$35,304.00
812005	RMP	\$1,798,599.21	\$2,121,904.32	\$920,804.59
812016	EBP	\$780,000.00	\$640,868.57	\$520,590.71

814001	WCP	\$4,102,760.78	\$3,589,952.13	\$2,089,822.22
112006	NNTU	\$706,966.13	\$576,136.18	\$531,640.51
112007	Air Trans	\$988,510.00	\$894,622.02	\$875,394.05
112008	FMD	\$3,768,132.48	\$3,390,822.44	\$3,039,532.66
112009	DIT	\$2,320,464.00	\$2,085,701.42	\$1,771,221.47
112010	Records	\$268,712.85	\$219,477.79	\$188,598.50
812004	Duplicating	\$600,000.00	\$454,585.32	\$492,173.60
812003	Fleet	\$12,185,437.50	\$5,855,613.56	\$4,895,283.64
912001	EHP	\$1,000,528.24	\$766,735.45	\$561,290.56
112013	EHP GF	\$1,000,000.00	\$1,000,000.00	\$1,000,000.00
118004	Insurance Pr.	\$4,830,539.00	\$4,379,984.00	\$4,134,919.74
118005	Utilities Fc	\$6,280,892.30	\$4,403,947.75	\$3,124,823.61
118007	Tele FC	\$1,657,565.68	\$1,249,477.59	\$1,062,484.13
118008	Radio FC	\$839,245.73	\$395,799.41	\$318,397.38
118023	FMD FC	\$2,988,205.52	\$2,190,871.24	\$1,965,644.87
118026	DIT FC	\$1,600,000.00	\$800,000.00	\$800,000.00

#### **Key Meetings**

- 1. Health Education & Human Services Committee Oversight Meeting, Friday April 7, 2023 for DGS Overview.
- 2. OOC, DPM and NNDOJ Workgroup Meetings to amend Travel Policies, P-Card and Procurement Policies.
- 3. NNDIT & DODE meeting on DODE IT Initiatives.
- 4. Meeting with OMB to transition OMB to MS365.
- 5. Dilkon Chapter Broadband Project Kick Off Meeting. Dilkon Chapter and US Department of Commerce.
- 6. Chinle Unified School District Board and Superintendent. February. Working on addressing Chinle Community Center concerns.
- 7. Sage Memorial Hospital Board Inc. February. Utilization of Office space in and around the Ganado Area.
- 8. Greasewood Chapter. February. Met with Greasewood chapter to discuss the vacant building located on the chapter compound to determine the viability of using them in other locations.
- 9. MindsAngle and NNDIT. February. Met to discuss some network vulnerability issues recently experienced by NNDIT and Navajo Nation Network.

- 10. Marsh USA and OPVP. March. Met to discuss the possibility of "Bonding" NECA for Navajo Nation projects. All terms and conditions were met and bonding is set.
- 11. Meeting with NTEC and MARSH to discuss Reclamation Bonds.
- 12. Arvin Trujillo. March. Met with OPVP's consultant to begin working on executive branch strategic plan. Made headway and began the final processes for and EB strategic plan.
- 13. Administrative meeting (April) to implement temporary Changes with Employee Housing and Facility Maintenance to develop plan to expeditiously address the vacant housing unit issue.
- 14. March-April. Attended World of Modular Conference in Las Vegas, NV. Met many of contractors, engineers and architects that were willing to show the Navajo Nation some capabilities of designing and constructing a standard office complex that is energy efficient, cost effective, and simple in design.

#### Recommendations

- 1. Executive Branch needs to get involved regarding the RMD Warehouse building, in which, this facility stores the Navajo Nation governmental records from all of Office of the Controller and their Sections, Permanent records, (example: past President's office administration, land records, Department of Justice, etc.), and the Navajo Nation Council and Standing Committees "Original" resolutions. The Records Management Department is a "liability". A good size of a building would be the former General Dynamics Building. This department has yet to find land available to plan for a new building and seek funding to do so.
- 2. Revisit Navajo Nation Policies. OOC, DPM and DOJ have made it more difficult to process simple documents without attaching or requiring additional justification and processes, ie Travel Policies, P-Card Polices, Procurement Policies, 164 processes.
- 3. Collaborative efforts with OPVP, DCD, and others in the start of employee housing development and renovations or remodeling of existing employee housing units. Task to lead by OPVP. Seek additional funds to improve/maintain Navajo Nation EH Units- future proposed plan, construct new/expand new apartment complex (1-3 bedroom).
- 4. Update housing rental and fees based on employee salary research to be completed program to provide recommendations and assist to EH Committee.
- 5. One IT Office, One IT Plan and One IT Budget.
- 6. New IT Building.
- 7. Consolidate all Navajo Nation Microsoft 365 agreements for better pricing, better communication across the government.
- 8. To eliminate duplication of IT cost for NN. Allocate an overall IT budget to DIT, ie. fixed cost funding.

- 9. Workstation, laptop hardware.
- 10. Server hardware, hosting servers, operating system, data software.
- 11. Network switches, firewall appliances, etc.
- 12. MDM solution, MFA, DNS security etc.
- 13. Managed environment.
- 14. Role base access to application and data sharing.
- 15. Improve the hiring process and background investigation process.
- 16. Update employee orientation for new hires to take cyber security courses.

## **Insurance Services Department**

The Insurance Services Department shall implement and execute cost effective insurance coverage in accordance with the insurance needs of the Navajo Nation and to develop an effective safety and health standards to further reduce cost and to protect life and property.

Goal Statement	Program Performance Measure/Objective
Update insurance coverages report w/NNIC on a quarterly basis	Ensure programs provide education & conduct site visits/virtual w/insured participants qtrly
Provide administrative & technical support to NNIC to improve insurance plans.	ISD programs to facilitate & provide presentation/virtual to the insured participants qrtly.
Secure & archive Insurance Claims files through a secured database	Upload 25 claims Folders p/Qtr into a secured backup server for claims mgmt.
Ensure program conduct preventative presentation to NN Insured participants to decrease medical claims experience.	Provide education to NN Governmental Employees & insured participates p/qtr.
Redesigned ISD Office cubical layout to meet HIPPA regulation & enclosed the front office for document control.	Secure ISD & programs confidential documents w/the four programs.

# ISD Safety and Loss Control

The Insurance Services Department shall implement and execute cost effective insurance coverage in accordance with the insurance needs of the Navajo Nation and to develop effective safety and health standard to further reduce cost and to protect life and property.

Goal Statement	Program Performance Measure/Objective
Review and investigate claims	Provide assistance in 20 accident investigation for NN Insurance Pool Members p/qtr.
Presentation and outreach for employees	Conduct 4 safety training per quarter with certification
Recruitment and outreach	Recruit 160 safety training attendees per quarter

Conduct facility safety inspections for the NN and Insured members	Conduct a total of 60 building safety inspections per qtr.
Increase chapter involvement	Conduct 15 Chapter inspections, training or outreach activity per qtr.

# ISD Risk Management Program

The Insurance Services Department shall implement and execute cost effective insurance coverage in accordance with the insurance needs of the Navajo Nation and to develop effective safety and health standards to further reduce cost and to protect life and property.

Goal Statement	Program Performance Measure/Objective
Review and adjust insured member claims.	Report 80 claims reviewed and adjusted per quarter.
Complete and process internal contract reviews	Review 20 contracts per quarter and issue minimum insurance recommendations
Provide educational outreach and presentations	Report 60 presentations/orientations/safety training per quarter.
Conduct facility safety inspections for the Navajo Nation and insured members	Conduct a total of 60 building safety inspections per quarter.
Conduct loss assessments with reports.	Conduct 30 field investigations on losses/injury/incidents w/corrective actions p/qtr.

# ISD Employee Benefit Fund

The Group Health Benefit Fund is to provide for the payment of premium, claims expenses and enhancements to the Navajo Nation Employee Benefit Plan Administration, a comprehensive group health benefit structure, including short term disability benefits, vision, dental, medical; and any other forms of life and health insurance.

Goal Statement	Program Performance Measure/Objective	
Report the total number of new claims & clients to include COVID related p/qtr.	To report on a quarterly basis, the number of new claims reported for health & counseling	
Conduct virtual training on benefits & wellness resources, counseling services & COVID-19 benefit resources an average of 10 presentations p/qtr.	To report on a quarterly basis, number of communications completed.	
Provide qtrly report to the enterprises/chapters on benefits, claims & promote healthy lifestyles.	To report on a quarterly basis, statistics on program services provided.	
Provide a total of 1,250 employees and 975 family updates per quarter.	To report on a quarterly basis, number of plan participant updates completed.	
Review the premiums paid to claims paid to determine a loss ratio per quarter.	To report on a quarterly basis, the premium paid to claims paid loss ratio.	

# ISD Worker's Compensation Program

The Insurance Service Department shall implement and execute cost effective insurance coverage in accordance with the insurance needs of the Navajo Nation and to develop effective safety and health standards to further reduce cost and to protect life and property.

Goal Statement	Program Performance Measure/Objective	
Update reserves information for open claims: BI/Med./Treatment Plans.	Upload 25 Workers' Compensation claims reserves forms	
To conduct investigation of occupational accidents to determine the cause of severe injuries within 10 days of first assignment	Conduct 25 accidents investigation w/in 10 days after claim assigned	
To ensure compensation claims are accepted and/or denied and closed out within 60 days	Approve, close, and/or deny 15 WorkersÕ Compensation claims per quarter	
To provide workersÕ compensation benefit education/training/disseminate information to covered participant p/qtr.	Conduct (6) educational & dissemination of benefits information to insured participants	
To ensure WC Gross Payroll reporting data payments are provided by all chapters, enterprise & NN government p/qtr.	Collectg gross payroll data from 110 chapters, 15 enterprise & the NN Government	

## **Telecommunications & Utilities**

The purpose of the Navajo Nation Telecommunication & Utilities Department is to plan, administer, and manage the telecommunications and utilities activities for the Navajo Nation. To carry out the above purposes, the Navajo Nation Telecommunications & Utilities department shall provide a centralized telecommunication and utility management service as a department of the Division of General Services.

Goal Statement	Program Performance Measure/Objective	
To ensure Navajo Nation Radio Frequency Network is operational	Number of site visits	
To provide state of art telecommunication technology to programs & departments.	Number of office/programs transition from Centrex services to IP Telephony	
To ensure all telecommunication services are begin utilized by Divisions and Executive Ofc	Number of Division and Offices inventoried	
To reduce repair and maintenance cost by performing services internally.	Number of work orders performed internally.	
To upgrade two way radio frequency communication network for first responders.	Number of two way radio communication equipment purchases.	

# Navajo Air Transportation Department

To provide SAFE and cost efficient services for officials of the Navajo Nation Government by operating the Air Transportation Department and managing the following department sections: A. Administration B. Flight Operations C. Flight Safety D. Aircraft Maintenance E. Flight Training.

Goal Statement	Program Performance Measure/Objective
To operate the NN Aircraft at a level sufficient to meet the NN Governments air needs	To complete 20 flights per quarter
To ensure all aircraft pilots are trained to NBAA industry standards.	All aircraft pilots must successfully attend and pass simulator training.
Develop and incorporate Window Rock airport maintenance plan	Establish a Standard Operation Procedure (SOP) which meets FAA regulation for small airports
To achieve compliance w/Air worthiness Directives & Service bulletins, inspect aircraft as needed.	Schedule Phase 1,2,3, & 4 maintenance events as it becomes due for each aircraft.
To expand airport security knowledge & conduct four (4) onsite visits to a small or medium airport.	Improve the airports security and to ensure NAT are in compliance with FAA safety protocol & procedures.

## **Facilities Maintenance Department**

The purpose of the Facilities Maintenance Department (FMD) is to provide quality facilities maintenance and repair services for the Navajo Nation Government buildings and facilities, identified under the FMD Maintenance Listing. This includes: cooling, heating, electrical, installed equipment, mechanical, carpentry, structural systems, plumbing, ground services, and general custodial services.

Goal Statement	Program Performance Measure/Objective
Quarterly report of statistics & Services provided.	Report on a quarterly basis the followg svcs provided. a. 600 / 650 of work orders received & processed per quarter. b. 550 Work orders completed per quarter. c. Less than 100 work orders backlogged at the close of each quarter
Cross train personnel knowledge to all crafts to maximize resources	Complete 2 cross training session per quarter.
Enhance department safety awareness.	Complete (5) safety meeting/sessions per quarter.
Purchase R & M supplies per quarter.	Purchase \$150,000 per quarter.
Purchase custodial supplies per quarter	Purchase \$39,000.00 per quarter for Custodial Supplies.

## **Department of Information Technology**

1) To carry out the directives of NNC Resolution of an "Open Information Environment" among the governmental entities of the Navajo Nation, and to oversee the use of Information Technology (IT) to achieve an open information sharing environment. 2) To implement and maintain overall strategy which provides quality and timely computer related services to the programs, departments, divisions, and branches of the NN government regardless of funding mechanism. 3) Assume primary authority for data guardianship NN-wide IT management. 4) Ensure that suitable disaster recovery & business continuity IT strategy is developed, with ensuing technical facility, infrastructure, components and restoral testing in place. 5) Enable secure online Chapter House access to various NN governmental data & information such as automated selected financial transactions & access to the internet.

Goal Statement	Program Performance Measure/Objective
Perform network services & support (e-mail, domain name, fiber ring, LAN, WLAN, etc.) to all NN divisions, departments, agencies & entities.	Reliable network services & support to all NN agencies, division, department & entities (in hours).
137 service requests for desktop services per quarter for NN Depts., programs & Chapters.	Repair within (3) days of service request.
Provide core functioning application services to the NN government.	Login 2 times/day x 65 days = 130; production database maintained
Provide website creation/maintenance service/hosting to NN programs	Develop department websites, window sharepoint portal sites & content management sites.

## **Records Management Department**

Records Management is a department function under the Division of General Services to maintain and oversee vital official records and to provide duplicating services for the Navajo Nation divisions, departments and programs.

Goal Statement	Program Performance Measure/Objective
Provide services for research of the Navajo Nation resolutions, records & meeting minutes	Number of hours records research requested per quarter.
Preserve and scan historical & permanent records electronically	Number of images scanned per quarter
Provide records storage request for NN departments, programs and offices.	To maintain inventory control of transferred and stored records/boxes per quarter.
Dispose of records that have met their retention cycle.	Number of pounds (lbs.) of disposed records per quarter.

# **RMD Duplicating Services Program**

Records Management is a department function under the Division of General Services to maintain and oversee vital official government records and provide duplicating services for Navajo Nation divisions, departments and programs.

Goal Statement	Program Performance Measure/Objective
To maintain Duplicating Services Internal Service Fund.	Maintain an average of \$150,000.00 of revenue projection per quarter.
To maintain a reproduction volume for Duplicating Services.	Maintain an average of 200,000 copies per quarter.
Upgrade only what low or mid volume copiers that need replacement.	Replace up to 30 copier units
Publicize services for duplicating and specialize services	Advertise through local and social media, once per quarter

# Fleet Management Department

The Fleet Management Department shall provide motor vehicle transportation services to the Navajo Nation Government, Departments, and Programs through a financially self-sustaining operation. The vehicles assigned to the Navajo Nation Departments and Programs serve the Navajo population through the Navajo Nation Government.

Goal Statement	Program Performance Measure/Objective
Monitor Fleet Service Center Productivity	Execute 3,000 work orders per quarter
Preventative Maintenance & WEX Training	Conduct 15 preventative maintenance & WEX orientations per quarter
Monitor preventative maintenance and unscheduled maintenance daily	1,850 vehicles serviced per quarter
Monitor and track costs associated with maintenance of fleet vehicles	Cost of maintenance by vehicle class and department: \$350,000 per quarter
Monitor & track fuel costs for fleet vehicles.	Monitor and track fuel for fleet vehicles: 275,000 gallons per quarter.

# **Employee Housing GF Appropriation**

Resolution Number: HEHSCMY-06-17. The purpose of the Employee Housing Program is to: (1) provide housing for Navajo Nation employees, (2) administer the operation of the program, (3) and seek additional funding for rental housing units.

Goal Statement	Program Performance Measure/Objective	
Update Refrigerators in all 150 Housing Units.	Number of Refrigerators purchased and installed	
Update Stoves in all 150 Housing Units.	Number of Stoves Purchased and installed	
Update Range Hoods in all 150 Housing Units.	Number of Range Hoods purchased and installed.	
Update 75 Heating, Ventilations and Air Conditions (HVAC) in housing units.	in Number of HVAC units purchases and installed.	
Update 75 Water heaters in housing units.	Number of Water Heaters purchased and installed.	

# **Employee Housing Department**

The purpose of the Employee Housing Program is to: 1. Provide housing for Navajo Nation employees; 2. Administer the operations of the Program; 3. Seek additional funding for rental housing units.

Goal Statement	Program Performance Measure/Objective
Program Safety	COVID-19, Asbestos Abatement, Mold, Workplace Safety.
Tenant Interaction	Customer service and information
Housing Unit Renovations	Upgrade water lines, electrical wiring, plumbing, HVAC, carpentry and cabinetry.
Go green – Energy Efficiency	Installation of storm windows, doors, insulation, efficient appliances, etc.
Housing Unit Inspections	Inspections per quarter.

# Department of Health

Program	Enabling Resolution/Statute
Department of Health Administration	CO-50-14 and HEHSCJA-01-18
Uranium Workers Project	HEHSCJA-01-18
Office of Planning & Health Care Facilities Development — Dilkon	HEHSCJA-01-18
Office of Environmental Health and Protection Program	HEHSCJA-01-18
Food Distribution Program	HEHSCJA-01-18
Division of Aging & Long Term Care Support	HEHSCJA-01-18
DALTCS Chinle	HEHSCJA-01-18
DALTCS Fort Defiance	HEHSCJA-01-18
DALTCS Crownpoint	HEHSCJA-01-18
DALTCS Tuba City	HEHSCJA-01-18
DALTCS Shiprock	HEHSCJA-01-18
Bodaway/Gap Health Clinic Steering Committee Planning Office	HEHSCJA-01-18
Pueblo Pintado Steering Committee Planning Office	HEHSCJA-01-18
Women, Infants and Children Program	HEHSCJA-01-18
Breast & Cervical Cancer Prevention Program	HEHSCJA-01-18
Special Diabetes Program	HEHSCJA-01-18
Navajo Epidemiology Center	HEHSCJA-01-18
Public Health Emergency	HEHSCJA-01-18

The Department of Health (interchangeably referred to as the DOH, NDOH, and Department). The DOH has four (4) divisions: (1) Office of the Executive Director; (2) Division of Behavioral and Mental Health Services (DBMHS); (3) Public Health Services (PHS); and (4) Division of Aging and Long-Term Care Services (DALTCS). Each division is overseen by a Health System Administrator (HSA).

# Department of Health Administration

Resolution HEHSCJA-01-18 approves the Navajo Department of Health Master Plan of Operation. Navajo Department of Health shall be the lead agency to ensure that high quality, comprehensive and culturally relevant health care and public health services are provided on the Navajo Nation.

Goal Statement	Program Performance Measure/Objective
Ensure safety transportation services	Implement NEMT law
Protect the health and safety of the Navajo people and communities.	Evaluate & develop/modify comprehensive health codes, regulations, policies and standards
Maintain government-to-government relationships with federal, state and local governments	Represent the nation at national, state, county, agency & chapter meetings
Regulate health, human, emergency and non-emergency medial transportation companies	Develop procedures and conduct enforcement of NEMT regulations.
Improve the well being of Navajo citizens through the OPVP, HEHSC & program priorities	Meet at least one objective per NDOH program (16 programs) per quarter

#### Major Accomplishments

The Office of the Executive Director completed the following:

Lifting the mask mandate for the general public, with exceptions, was issued at the onset of the prior quarter. A coordinated effort was made with the Office of the President and Vice-President (OPVP) to disseminate the Public Health Order. COVID-19 data and reports are posted on the NDOH website at: https://ndoh.navajo-nsn.gov/covid-19/data. The DOH and key stakeholders continue to observe any increases in hospitalizations and monitor all new variants related to COVID-19. Whether to lift the mask mandate for schools within the Navajo Nation is currently being reviewed. Navajo healthcare providers and facilities continue to determine individually whether to require masking. All entities working with our elders and vulnerable population are also required to wear masks. There remains a hesitancy for all service providers to reopen to 100% within the Navajo Nation (i.e., chapters, senior centers, etc.).

The Chinle Community Center was a location used during the height of the pandemic to house overflow patients. The Community Center was altered in order to fit the emergent need at that time. The alterations made to the community center left the center in disarray but also damage to the prior floor, leaving the center to be unusable by the community. The DOH is considering all options to repair the community center to best fit the needs of the community. Accordingly, a coordinated effort between the OPVP, NDOH and the Chinle Unified School District has been formed in order to return the community center back to the Chinle community and to address

the renovation needed in order for the community to once again use a facility which encourages fitness, wellness and socialization.

The DOH along with the OPVP, the Navajo Area Office and the Navajo Tribal Utility Authority (NTUA) met to discuss the Winslow Healthcare Facility waterline issues. The meeting resulted in a plan and a date to determine if an additional meeting was needed. The Winslow Healthcare Facility is planning to open its doors this summer. The DOH is working on finalizing agreements with the Winslow Healthcare Facility to allow DOH employees utilize space to provide services (i.e., Breast and Cervical Cancer Program).

The DOH is continuing to coordinate with the Tuba City Regional Health Care Corporation (TCRHCC) for the new Bodaway-Gap Facility. The DOH will have some of its programs providing services at the new facility. Therefore, they are also involved in the facilities planning and layout process. Mr. Juilus Young has been helpful in coordinating the meetings and Ms. Philene Herrera, Program Manager for the Health Education Program, has been designated to attend the Bodaway-Gap meetings on behalf of the DOH.

The Legislative Analyst, Michele Morris continues to serve as an intermediary between OPVP and the DOH as well as federal stakeholders including the Navajo Area Office. Michele, has also assisted in the coordinated effort for the Gallup Indian Medical Center (GMIC) new facility location. The OPVP is spearheading the discussions concerning the location and other planning necessary for the new facility. Michele completed all correspondences to federal committees, boards and commissions. Michele also ensures travel arrangements are completed and confirms the representative's attendance and coordinates with national, state and local boards, commissions, and committees to ensure the Navajo Nation's participation.

At the onset of the 2nd Quarter, all supervisors under DOH were requested to complete employee evaluations (EPAFs). Most have been completed. In addition, to front line workers who did not receive bonuses or hazard pay during the height of the pandemic. The DOH also assisted in the Operation Snowfall emergency, the DOH programs coordinated the response under the direction of the Office of Emergency Management.

Michael Winney assists the Navajo Research Board (NRB) under the DOH. The Navajo Research Board is in need of a director to review research submissions. Due to the lack of a director, there is currently a delay in reviews and approvals. Currently, the Navajo Research Board reviews and approves all proposals. Until a director is hired there will be delays in the review and approvals of proposals received by the NRB. Thankfully, the NRB Board consist of medical professionals as well as other health professionals including Mr. Delvin Yazzie, DOH epidemiologist.

The DOH is also without a public communications officer to assist in disseminating information. Recently, two (2) public health advisories were issued: (1) syphilis; and (2) hantavirus. The Navajo Nation is experiencing a rise in syphilis cases. In addition, four (4) cases of hantavirus have been confirmed. The public health advisories were disseminated with the assistance of OPVP's communication team and is also located on the NDOH website.

The DOH's Executive Team is almost complete. Two (2) HSA positions have been filled by promoting two employees from within the DOH. Mr. Delvin Yazzie a current epidemiologist and researcher was selected as the HSA for the Executive Office. Mr. Jaydiamond Taliman was promoted as the HSA for Public Health Services (PHS). Mr. Taliman is a current employee working with the DOH in various roles and will soon complete his Doctorate in Public Health. The Public Health Services is comprised of various programs providing direct services across the Navajo Nation, such as the Community Health Representatives. Both Mr. Yazzie and Mr. Taliman have years of experience working specifically within the DOH and have the ability, knowledge and education to tackle major projects, priorities and understand the inner workings of the DOH. In addition, both worked under the DOH during the pandemic and assisted the prior Director in DOH's response efforts.

#### Challenges

- Personnel or the lack thereof is the primary concern across the board. The salary for positions continues to serve as a deterrent in recruiting efforts. Those who may qualify make more with the Indian Health Service or tribal organizations.
- Funding issues pertaining to grant funding deadlines, submissions and reversions of funding is being identified.
- Moving projects along that were appropriated through CARES and ARPA.
- Unpaid invoices resulting in late fees. The lack of a knowledgeable accountant has caused concerns regarding DOH's finances.

#### The Budget

The Senior Accountant abruptly resigned giving one day notice. Due to the Accountants departure the only submission made was the budget documents. An overall review will be conducted by the three (3) accountants under NDOH assigned to various programs. A replacement accountant for the DOH is currently being recruited with several potential candidates. All budget documents are attached.

#### Key Meetings

- Jan. 27, 2023 Meeting at OPVP regarding the Winslow Health Care Facility water line issue.
- 2. Feb. 8, 2023 ACF TAC meeting (online).
- 3. Feb. 8, 2023 National Budget Formulation Workgroup meeting.
- 4. Feb. 9, 2023 Meeting with Courtney Rasmussen with the CDC.
- 5. Feb. 9, 2023 AHCCCS Tribal Consultation meeting (online).
- 6. Feb. 10, 2023 Utah Indian Health Advisory Board meeting (online).
- 7. Feb. 13, 2023 Chinle Community Center meeting at OPVP.
- 8. Feb. 13, 2023 DALTCS FRF Defunded projects meeting with the FRF office and DOJ.
- 9. Feb. 13, 2023 Bodaway Gap Project with the TCRHCC.
- 10. Feb. 13, 2023 Meeting with OPVP COS regarding Wellness Center (Special Diabetes Program).
- 11. Feb. 14-15, 2023 NIHB (online).
- 12. Feb. 14, 2023 Budget and Finance Committee Report request.
- 13. Feb. 15, 2023 Follow-up meeting regarding wellness centers.
- 14. Feb. 17, 2023 Meeting with DOJ regarding Navajoland Nursing Home, Inc. Agreement.
- 15. Feb. 21, 2023 HEHSC report request (DALTCS).
- 16. Feb. 21, 2023 Meeting regarding Crownpoint Senior Center and IRB meeting.
- 17. Feb. 23, 2023 Chinle Community Center meeting.
- 18. Feb. 23, 2023 Bodaway Gap Project meting.
- 19. Feb. 27, 2023 Defensive Driving class.
- 20. Feb. 28, 2023 638 BIA Contracts Internal Update.
- 21. Mar. 2, 2023 Meeting with New Life Wellness (Flagstaff location).
- 22. Mar. 3, 2023 DALTCS Budget Formulation Meeting (Phoenix, AZ). Senior center update and DAARS/AAA IFF discussion (virtual).
- 23. Mar. 3, 2023 Meeting with New Life Wellness (Phoenix location).
- 24. Mar. 6–15, 2023 Travel to Washington DC for NIHB meeting.
- 25. Mar. 9, 2023 Meeting with Senator Hatathlie at the Arizona Governor's Office.
- 26. Mar. 13-14, 2023 Attend STAC meeting online.
- 27. Mar. 15, 2023 Meeting with Tuba City Agency Senior Centers personnel.
- 28. Mar. 17, 2023 Meeting with Joe Wright, DBMHS and OPVP to discuss partnership opportunities.
- 29. Mar. 27–30, 2023 Attend the Navajo Area Office interviews for the Navajo Area Director and various Chief Executive Officer positions.

In addition to Division Directors monthly, bi-monthly meetings and strategic planning meetings as requested.

#### Division of Behavioral and Mental Health Services

#### Major Accomplishments

DBMHS fully moved from Administration Building No. 2 to a new location behind Quality Inn. The DBMHS open house was held on April 5, 2023. The new offices allow the DBMHS to be in one location allowing for effective and efficient services to be delivered. The DBMHS is currently operating services for adolescents but is currently lacking the personnel needed to open the adult rehabilitative services at the Shiprock location. DBMHS is working on opening the Shiprock adult rehabilitative services. The primary reason for the delay in opening the Shiprock facility is lack of personnel. Similar to DALTCS, the salary for positions listed under DBMHS is not lucrative in comparison to the Indian Health Services (IHS) or 638 healthcare facilities who can offer higher salaries and can onboard employees faster than the Nation. Also, under Dr. Brandser's leadership DBMHS has been authorized to charge third parties (often referred to as third party billing). Dr. Brandser continues to push through obstacles to ensure services are being provided or will be provided to those who need behavioral or mental health services.

### Challenges

Personnel (complaints, recruitment and onboarding). Behavioral and Mental Health licensed professionals are highly sought after all across the nation causing the Navajo Nation to consider other avenues to recruit but also support Navajo's who are considering the behavioral and mental health field.

## Division of Public Health Services

PHS consists of the following programs: (1) Breast and Cervical Cancer Prevention (BCCP); (2) Community Health Representative (CHR); (3) Office of Environmental Health (OEH); (4) Food Distribution; (4) Infectious Disease Prevention Program; (5) Kayenta Public Health Nursing; (6) Health Education; (7) Public Health Emergency; (8) Special Diabetes Program; (9) Navajo Uranium Workers; (10) Women, Infants & Children; (11) Public Health Emergency Preparedness Program; and (12) Navajo Epidemiology Center (is under Executive but will be included here for this report).

- Breast and Cervical Cancer Prevention Program (BCCPP) Curtis Briscoe runs the program
  and has accomplished completing and submitting the program funding on February 22,
  2023. Issues he has experienced this quarter pertain to the indirect cost waiver and applicant
  background check completion. No outreach or communication was reported this quarter.
- 2. Community Health Representative Program (CHR) The CHR program has been without a Department Manager II. Quterah Anderson has been delegated until a selection has been made. This month a decision was made to promote Mrs. Anderson into the Department Manager II position. The CHR program continues to assist with the COVID-19 response by delivering food, PPE and social hygiene supplies, drive-thru vaccinations, coordinate vaccination clinics (COVID and flu); assist with the Operation Snowfall 2023; onboard new employees; personnel renewing certifications and trainings.
  - The CHR Program also consists of the Good Health and Wellness on Indian Country which held two meetings in February with the CDC Project Officer. The meetings were to discuss the Annual Evaluation Report submitted in December 30, 2023.
  - The Navajo Birth Cohort Study (NBCS) is also under CHR. This quarter the NBCS enrolled 5 new participants. The NBCS is working on their request to extend their funding with the support of the Navajo Nation (OPVP and DOH).
- 3. Office of Environmental Health Program (OEHP) The OEHP Program Supervisor is JayDiamond Taliman. A total of 48 surveys were completed this quarter. Survey types are: food manufacturing/processing; food warehouse; grocery/convenience store; mobile food trucks; café/restaurant; bars; gaming facilities; celebrations and other buildings. 209 Sanitation Permits were recorded and 218 Food Handler Permit cards were issued with 2 violations recorded.
- 4. Food Distribution Program (FDP) The FDP Program Manager is Claudeen Tallwood. FDP indicated they will be moving forward with changes regarding client services. No specifics were noted. Lack of personnel, personnel issues, warehouse suitability are challenging the program faces. Also, there is an effort to move from utilizing semi-trucks to smaller delivery trucks are currently in the works. The FDP is experiencing difficulty in recruiting CDL drivers for the semi-trucks. This quarter the FDP assisted 9,130 clients to receive food packages with 32 home deliveries being completed. The FDP submitted its Fiscal Year 2023 budget after being approved for a 20% cash match.
  - The FDP was allocated CARES funding for a new warehouse at Churchrock. Meetings have been held to move the project along.
  - The FDP must pay funds back to the federal government for not expending the federal funds received. FDP was informed the program would have to pay back \$250,000. Claudeen would like to request for UUFB funding for the amount owed.
- 5. Kayenta Public Health Nursing Program (KPHN) The KPHN program is supervised by Philana Brown. The PHN program is only located in Kayenta, there are no other PHN

programs. The KPHN hired an office specialist, a position vacant for over nine (9) years and the senior community health worker for the Inscription House. KPHN collaborates with the STI program through zoom meetings and assists in providing services to clients. The KPHN is also continuing to provide services in response to COVID-19. Assist with the emergency Operation Snowfall. KPHN assisted 57 clients during the emergency. KPHN was also approved to participating in the Adopt a Highway Program through the Arizona Department of Transportation. The quarterly report submitted contains data from the first two quarters. No accurate numbers were reported for this quarter alone.

- 6. Special Diabetes Program (SDP) The SDP Program Manager is Rodgina Paul. At the onset of this quarter an issue arose concerning the delay in pay for SDP employees. Documentation was not submitted to the correct departments to ensure employees would be paid on time. Many of the SDP employees were reassigned during the response to COVID to the HCOC and the hub locations. The wellness centers were closed or used for COVID storage or hubs. The SDP activities were halted due to this interruption and is currently working on reopening the wellness centers; however, this may take some time (i.e., building inspections, reassigning staff, trainings, etc.). Two (2) new facilities will be announced with an open house to be announced. The SDP requested for an extension for funding but was denied. Therefore, SDP will be reverting funds back to the funding entity.
- 7. Navajo Uranium Workers (NUW) The NUW Program Manager is Theo Shorty. Mr. Shorty was brought on this month and has been going through the onboarding process. The NUWP has not full opened its doors to the public and continues to remain cautious of COVID-19. However, the program continues to assist and process claims for compensation for clients.
- 8. Women, Infants & Children (WIC) The WIC Program Manger is Mr. Henry Haskie. The WIC is also not operating at 100% and not providing all the services offered pre-COVID. Nevertheless, the WIC program continues to assist clients for the month of January 4,534 clients received health nutrition services. In February 4,483 clients received nutrition education and in March 3,357.
- 9. Infectious Disease Prevention Program (IDP) The IDP is under the CHR program. Mr. Aaron Bull is currently delegated until a supervisor is hired. The IDP hired a TB Control Technician for the Fort Defiance Service Unit and the Kayenta Service Unit. The IDP completed outreach services as follows: in February 31 and March 58.
- 10. Health Education Program (HEP) The HEP supervisor is Philene Herrera. The HEP assisted with Operation Snowfall. HEP also experiences delays in hiring personnel. Despite the lack of personnel HEP continues to provide outreach services throughout the Navajo Nation.
- 11. Public Health Emergency Preparedness Program (PHEP) The PHEP Program Manager is Dariel Yazzie. Dariel is the current delegated HSA and has been instrumental in assisting

- during the transition. The PHEP staff attended a recent conference. PHEP assisted with Operation Snowfall, the HCOC, UCG and Facilities meetings related to COVID-19.
- 12. Navajo Epidemiology Center (NEC) The NEC delegated Senior Epidemiologist is Delvin Yazzie. The NEC continues survey COVID infections and continues to provide weekly reporting (i.e., hepatizations, ER, available beds, the rate of transmission, increases, decreases, etc.). The NEC also assists with the HDNA (Junk Food Tax) project featured in the NCAI tribal economy toolkit. The need to recruit and increase personnel is also a hinderance in completing projects and priorities.

## **Uranium Workers Project**

NUWP is to provide information and education about Uranium-related Radiation Exposure Compensation Act (RECA) benefits, and process enrollment paperwork for eligible clients for RECA benefits.

Goal Statement	Program Performance Measure/Objective	
CASE MANAGEMENT	Combined evaluation of 60 active/inactive client files for possible compensation consideration	
OUTREACH/EDUCATION	Attend 8 activities in person/online, Public Forums &/or Town Hall meeting. Provide information and/or education related to RECA/EEOICPA benefits.	
CLIENT ENROLLMENT	Enroll 20 clients eligible for RECA, EEOICPA, for all former uranium workers & Downwind victims	
REFERRALS	12 Radiation Exposure Screening Education Program (RESEP) referrals or request to re-evaluation of RESEP screening.	
OVERSIGHT COMMITTEE	Provide verbal/written report each qtr to HEHSC	

## Office of Environmental Health and Protection Program

The purpose of (NOEHPP) is to ensure high quality environmental health and protection related services, information, training, and inspections are continuously provided and regulated on the Navajo Nation to protect the health and safety of the Navajo people and communities.

Goal Statement	Program Performance Measure/Objective
Enforce and regulate food and water safety, and disease vectors.	Inspect all retail stores, cafes, restaurants, meat markets, and warehouses.
Develop & implement environmental health & safety to public, communities, offices & progs.	Conduct food handler's training sessions.
Regulate environmental health, air safety, toxic chemicals, safety hazards, habitat alterations.	Inspect public facilities to determine compliance, including appropriate training.

Enforce compliance to environmental health, safety & protection, waste mgmt., equipment safety.	Conduct monitoring enforcement and training for safety at fairs and celebrations.
Monitor and maintain updated codes and revenue generations/fees.	Provide consultations on updates of food codes and revenue generation fees.

## Division of Aging & Long Term Care Support

The purpose of the DALTCS is to ensure that high quality, comprehensive and culturally congruent aging and long term care support are provided to eligible Navajo Individuals to coordination with other tribal and non-tribal providers and agencies.

Goal Statement	Program Performance Measure/Objective
Customer satisfaction: Improvement of customer service	Evaluate customer services (5) and provide relevant work sessions (1) to minimize complaints.
Financial Management: Improvement of finance processes	Conduct monthly reconciliation of all accounts & reports to Program agency supervisor IIs
Contract Compliance: Improvement of reporting to state funding agencies	Meet monthly with funding authorities and update agency offices
Contract Compliance: Enhance Contract Monitoring Process	Internal audit will be performed in regards to financial and contract compliance.
Contract Compliance	Agencies will be monitored for contract and financial compliance.

### Major Accomplishments

The interim DALTCS HSA is Mr. Anslem Lewis. Mr. Lewis has taken on the challenge and addresses complex issues within the division. The DALTCS HSA position was previously advertised and a selection was made by the prior Director. No documentation was located as to why the selection was made. A decision to readvertise was requested and made to the Department of Personnel Management (DPM). However, the individual who was notified by the prior office specialist submitted a grievance to the DPM requesting a reconsideration. This matter has been filed with the Office of Hearings and Appeals. Until the matter has been resolved Mr. Lewis will continue his delegation.

DALTCS recently onboarded the Ombudsman, Tiara Shorty. Ms. Shorty was the Adult Falls Prevention Coordinator with the New Mexico Department of Health in Santa Fe, New Mexico. Ms. Shorty has four (4) years of experience working with older adults. Ms. Shorty is excited to be back on the Navajo Nation and grateful for the opportunity to work with Diné elders. Ms. Shorty is born of the Red Bottom People clan and born for the Honey Combed Rock clan. She is originally from Wheatfields, Arizona.

DALTCS is working on fully implementing the DAARS Project. DAARS is the reporting system used by the state of Arizona for Title III funding. The Navajo Nation receives a lump sum each year but in order to fully advocate for an increase in funding the senior centers must start tracking the data needed to support the request. Thank you to Delegate Helena Nez-Begay for coordinating the meeting and providing the importance in fully implementing the DAARS Project.

#### Challenges

The DALTCS continues to have challenges with:

- Personnel complaints (personnel not following the chain of command and reaching out to OPVP and the legislative branch to express their concerns).
- Lack of personnel (some senior centers are operating with one employee). The main deterrent is the low salary for positions. One possible solution is to explore a pilot project in contracting out services to business entities who have the capacity to perform the work but also provide competitive wages.
- Inadequate distribution of funding (please see DAARS Project section above). The
  inefficiency in funding causes senior centers to provide meals that may not be as nutritious
  due to the cost of food rising across the nation. DALTCS is considering all avenues to
  improve services to our older population.
- Senior Centers located in chapters or other buildings tend to be under a Lease Agreement, other locations may not have an agreement in place causing an issue as to who is responsible for maintenance and repairs (i.e., HVAC, equipment and repairs).

### **DALTCS Chinle**

The purpose of the DALTCS is to ensure that high quality, comprehensive and culturally congruent aging and long term care support are provided to eligible Navajo individuals in coordination with other tribal and non-tribal providers and agencies.

Goal Statement	Program Performance Measure/Objective
Customer satisfaction: Improvement of customer service	Evaluate customer service (10) and provide relevant work sessions (4) to minimize complaints.
Financial Management: Improvement of finance processes	Conduct monthly reconciliation of all accounts & report to Central Administration
Contract Compliance: Improvement of reporting to state funding agencies	Report all units accurately and DAARS entries in a timely manner (monthly)

Contract Compliance: Enhance Contract Monitoring Process	Review terms & requirements to ensure funds are spent appropriately by all senior centers.
Outreach: Increase client participation by registering new eligible individuals	Conduct monthly new client registration for C1 & C2, annual registration/re-registriation

### **DALTCS Fort Defiance**

The purpose of the DALTCS is to ensure that high quality, comprehensive and culturally congruent aging and long term care support are provided to eligible Navajo individuals in coordination with other tribal and non-tribal providers and agencies.

Goal Statement	Program Performance Measure/Objective
Customer Satisfaction: Improvement of customer service	Evaluate customer service (10) & provide relevant work sessions (4) to minimize complaints
Financial Management: Improvement of finance processes	Conduct monthly reconciliation of all accounts & report to Central Administration
Contract Compliance: Improvement of reporting to state funding agencies	Report all units accurately and DAARS entries are completed in a timely manner (monthly)
Contract Compliance: Enhance Contract Monitoring Process	Review terms & requirements to ensure funds are spent appropriately by all senior centers
Outreach: Increase client participation, registering new eligible individuals	Conduct monthly new client registrations for C1 & C2, annual registrations/re-registrations

## **DALTCS Crownpoint**

The purpose of the DALTCS is to ensure that high quality, comprehensive and culturally congruent aging and long term support are provided to eligible Navajo individuals in coordination with other tribal and non-tribal providers and agencies.

Goal Statement	Program Performance Measure/Objective
Customer Satisfaction: Improvement of customer service	Evaluate customer services (10) & provide relevant work sessions (4) to minimize complaints.
Financial Management: Improvement of finance processes	Conduct monthly reconciliation of all accts & report to Central Administration
Contract Compliance: Improvement of reporting to the state funding agencies	Report all units accurately and DAARS entries are completed in a timely manner monthly
Contract Compliance: Enhance contract monitoring process	Review terms & requirements to ensure funds are spent appropriately by all Senior Ctrs.
Outreach: Increase client participation by registering new eligible individuals.	Conduct monthly new client registrations for C-1 & C-2, annual registration/re-registrations

# **DALTCS Tuba City**

The purpose of the DALTCS is to ensure that high quality, comprehensive, and culturally congruent aging and long term care support are provided to eligible Navajo individuals in coordination with other tribal and non-tribal providers and agencies.

Goal Statement	Program Performance Measure/Objective
Customer Satisfaction: Improvement of customer service	Evaluate customer service (10) & provide relevant work sessions (4) to minimize complaints
Financial Management: Improvement of finance process	Conduct monthly reconciliation of all accounts & report to Central Administration
Contract Compliance: Improvement of reporting to state funding agencies	Report all units accurately & DAARS entities are completed in a timely manner monthly
Contract Compliance: Enhance Contract Monitoring Process	Review terms & requirements to ensure funds are spent appropriately by all senior ctrs.
Outreach: Increase participation by registering new eligible individuals	Conduct monthly new client registrations for C1 & C2, annual registration/re-registration

# **DALTCS Shiprock**

The purpose of the DALTCS is to ensure that high quality, comprehensive and culturally congruent aging and long term care support are provided to eligible Navajo individuals in coordination with other tribal and non-tribal providers and agencies.

Goal Statement	Program Performance Measure/Objective
Customer satisfaction: Improvement of customer services	Evaluate customer service (10) and provide relevant work sessions (4) to minimize complaints
Financial Management: Improvement of finance process	Conduct monthly reconciliation of all accounts & report to Central Administration
Contract Compliance: Improvement of reporting to state funding agencies	Report all units accurately and DAARS entities are completed in a timely manner monthly
Contract Compliance: Enhance Contract Monitoring Process	Review terms & requirements to ensure funds are spent appropriately by all senior centers
Outreach: Increase client participation by registering new eligible individuals	Conduct monthly, new client registrations for C1 & C2, annual registration/re-registration

# **DALTCS** Kayenta

The purpose of DALTCS is to ensure that high quality, comprehensive and culturally congruent aging and long term care support are provided to eligible Navajo individuals in coordination with other tribal and non-tribal providers and agencies.

Goal Statement	Program Performance Measure/Objective
Capital Outlay	Execute Professional Service Contract with Architect Film

# Bodaway/Gap Health Clinic Steering Committee Planning Office

The legislation HEHSCJA-01-18, established the Office of Planning & Health Care Facility Development to provide technical support to NDOH and its divisions, programs, centers and offices and to provide technical assistance to local steering committees in the planning and construction of health care facilities. This program will address the Bodaway Gap Health Center project.

Goal Statement	Program Performance Measure/Objective
Provide administrative & technical support to the Bodaway Gap Steering Committee.(BGS)	Coordinate mtgs, develop agendas, resolutions, letters, progress reports, etc. /8/qtr
Assist IHS, TCRHCC, NN, BGSC & local chapters with AE selection & design development	Coordinate planning efforts w/IHS, TCRHCC, NN, BGSC & provide regular status reports
Provide project status reports at community meetings & to the NN and other agencies	Develop project summary reports for NN, SUSP, local communities & other agencies.
Provide technical support/guidance in securing land lease for BGHC from NN Land Dept.	Coordinate planning w/IHS, TCRHCC & NN for land withdrawal for BGSC & reporting.
Coordinate planning of health care facility projects & overall planning initiatives as directed	Develop issue papers, reports & other documents as required

# Division of Human Resources

Program	Enabling Resolution/Statute
Division of Human Resources Administration	CJA-3-16 and Title 2, Section 1703 & 1704
Navajo Nation Band	HEHSCD-043-13
Navajo Nation TV & Film	HEHSCJN-11-18
Office of Navajo Labor Relations	HEHSCN-27-14
Navajo Staff Development & Training Program	HEHSCMY-013-12
Navajo Occupational Safety & Health Administration	GSCJN-48-03
Department of Child Support Services	HEHSCO-27-16
Department of Personnel Management	NABIAP-26-16
Navajo Department of Workforce Development	HEHSCO-26-17
Office of Background Investigations	HEHSCMA-04-14
Department of Retirement Services	BFS-36-18
Retirement Services	BFS-36-18
Retirement Plan Administration Committee	BFS-36-18
Navajo Office of Vital Records & Identification	

## **Division of Human Resources Administration**

The Division of Human Resources provides centralized human resources program services to the Navajo Nation government. The division management is accountable to the President of the Navajo Nation for performance of its functional responsibilities in an effective and efficient manner. All management personnel within the division shall have sufficient authority established by their plans of operation to perform their job responsibilities not inconsistent with the Master Plan or Navajo law.

Goal Statement	Program Performance Measure/Objective
Division of Human Resources Programs shall have current and appropriate Policies and Procedures.	Update the policies and procedures of at least one program each quarter.

Fully expend appropriated General Funds by the end of FY 2023.	Expend 25% of total General Funds allocation per quarter.
Ensure quality customer services.	At least 25% of DHR Customers surveyed each quarter shall rate the services as being met above average or excellent per quarter.
Increase the leadership skills of Program Managers.	Provide at least one (1) quarterly leadership training to DHR Program Managers/key staff.
Promote employee engagement.	Provide at least one (1) quarterly webinar through community and employee outreach.

### Major Accomplishments

In February/March, the Personnel Task Force was formed to address the systematic changes needed to promote and foster more efficient hiring. As a result of the efforts a major achievement was a provisional hiring policy being proposed to NN Council Legislators with the support of the HESHE Committee.

We hosted a Diné traditional ceremony for our 10 Departments employees on April 13, 2023, at the Navajo Nation Museum. Our intentions are for our employees' emotional, physical, spiritual well being . We have some of the most amazing employees who truly have the best interest for our Diné people with limited resources and limited staff.

In collaboration with the Department of Labor, NN Washington Office, Office of Management & Budgets, and the Office of the Controller, the Division of Human Resources Administration and the Navajo Department of Workforce Management worked to amend the Correction Action Plan for PY2022 - PY2025. \$4M FY 2022 (Inclusive of PY 2019 – 2022). We saved millions in Federal workforce funds and retained a clear record or not returning funds to the federal government.

Observed the Division of Community Development who focused on the supervisors training for and Chapter Officials Training on March 29, 2023 at Twin Arrows Casino. The required training on Chapter Supervision duties and responsibilities for 65 non-certified chapters, hosted by N.N. Community Development. N.N. Personnel Policy Manual education by NNDOJ by Mr. Rodrick Begay.

### Challenges

**Challenge #1** The DHR Administration limited the personnel capacity of two personnel critically reducing opportunities for high productivity in budget, presence at meetings, and coordination.

**Challenge #2** The office of background investigations has been stigmatized based on a biased view of the public. "The background investigation is creating the backlog issues" This stigma has been proven inaccurate, rather delays are occurring at Division of Public Safety, IMS as they work external sources and logging in and out of up to five different sources.

**Challenge #3** The workspace for the Staff Training and Development has been inaccessible since April 1st 2022 due to findings of asbestos, mold, and lead and the issues with the HVAC system. The staff were at a disadvantage by not having access to the conference room, the supplies and technology that generally were available prior to the move.

**Challenge** #4 The Office of Vital Records To address the issues of a backlog of shared CIBS. ARPA CIB's, Working with Hardship Team, Tribal Enrollment, Satellites offices to increase communication, and reduce barriers to constituent need being met.

**Challenge #5** The Navajo Nation Band experienced a delay in support due to the plan to transition to the Office of the President and Vice President. Historically the band has had nearly 100 plus members however to date there are about 25 members. By the end of the quarter, we worked with the Office of the President and Vice President where Vice President Montoya accepted the responsibility of supporting our Navajo Nation Ambassadors.

#### The Budget

Program	%
Division of Human Resources Administration	16.38
Navajo Nation Band	34.06
Navajo Nation TV & Film	23.16
Office of Navajo Labor Relations	35.02
Navajo Staff Development & Training Program	43.05
Navajo Occupational Safety & Health Administration	50.41
Department of Child Support Services	25.22
Department of Personnel Management	31.24
Navajo Department of Workforce Development	39.92
Office of Background Investigations	25.13
Department of Retirement Services	24.94
Navajo Office of Vital Records & Identification	42.00

#### Recommendations

During the last quarter many observations were made where our staff carried tremendous levels of responsibility and the results, if not given attention, could be detrimental. To reduce the degree of stress, the DHR Administration scheduled a Diné protection prayer to increase the spiritual well-being of staff, personnel, and leadership to promote a stronger sense of workplace health as we begin in the new Administration.

The executive division director's strongest recommendation is to support regular and consistent training opportunities, promote and foster a positive teamwork environment, collaboration, inclusion, and respect from all branches of the Navajo Nation Government for our personnel.

## Navajo Nation Band

The Navajo Nation Band will promote the Navajo Nation through the planning and presentation of promotional performances. Additionally, the Division of Human Resources will be responsible for the planning and presentation of the annual budget preparation and the day-to-day administration of the program, per Navajo statute.

Goal Statement	Program Performance Measure/Objective
Promote Goodwill on the Navajo Nation through performances.	Participate in five (5) major performance on the Navajo Nation.
Promote the Navajo Nation through performances outside of the Navajo Nation.	Participate in at least one (1) Major Performance outside the Navajo Nation within the 2nd quarter.
Increase the membership of the Navajo Nation Band.	Recruit at least five (5) new members of the Navajo Nation Band per quarter.
Improve the administration and coordination of the Navajo Nation Band.	To conduct one (1) Band Administration meeting with Band Director/Coordinator per qtr.
Christmas Music Program.	Host a Navajo Nation Band Christmas Program within the 1st quarter.

# Navajo Nation TV & Film

The Navajo Nation TV & Film is to provide television (TV), film, and media services on the Navajo Nation; Provide TV, Film and media workshops to promote career opportunities; Seek expansion and improvement in TV, film, media services. Advocate for equitable partnership and investment in the TV and Film Industry; Produce public information for distribution through various media outlets; Create TV programming with an emphasis on Navajo language, culture,

and interest; Create programs to partnership with local community college in production and journalism; Explore innovative and viable media markets for the Navajo Nation.

Goal Statement	Program Performance Measure/Objective
Promote and market Navajo to Motion Film Production companies.	To promote twenty Navajo Government programs, Navajo owned businesses & talent.
To produce original programming content with collaboration from Navajo communities.	Produce six (6) original programming content.
Promote & market NNTV5 by designing an interactive & modern programming format.	To implement six (6) projects to ensure promotion & marketing of Navajo TV5.
To physically and digitally market Film Navajo, Produce Navajo, and Watch Navajo.	Promote NNTVF at designated events while partnering with twelve programs.
To increase Navajo presence and diversity in the Film and Media industry.	To introduce twenty new talent to through Navajo Talent Agent Programs (NTAP).

## Major Accomplishments

In March, Navajo Nation TV & Film secured the filming commitments for Rezball, a Netflix movie about high school basketball that is based on Navajo Nation's love of the sport.

## Office of Navajo Labor Relations

The Office of Navajo Labor Relations is established to implement and enforce compliance of the Navajo Preference in Employment act within the jurisdiction of the Navajo Nation relating to the policies, regulations, employment and labor laws applicable to the hiring, recruitment, promotion, layoff, termination, transfer, and other areas of employment.

Goal Statement	Program Performance Measure/Objective
ONLR will provide construction site orientations for all new employers.	ONLR will travel to construction sites and meet with Project Managers to provide orientation.
ONLR will conduct client services in all five agencies.	Labor Compliance Officers will provide individual client services throughout the NN.
ONLR will provide NPEA and other employment laws to employers and the public.	Orientation/training workshops will be provided to contractors/employers.
ONLR staff will provide NPEA training/orientation to tribal entities/enterprises.	Orientations will be offered to tribal entities/enterprises.
Job site inspections will be conducted to enforce NPEA and non-discrimination in hiring Navajos.	ONLR staff will make unannounced inspections of construction sites for monitoring of the NPEA.

# Navajo Staff Development & Training Program

To establish consistent and comprehensive policies for the management of training and employment development for employees of the Navajo Nation Government. All Navajo Nation employees are covered under the training policies and may receive training under its provision.

Goal Statement	Program Performance Measure/Objective
Orientation: Conduct monthly employee Employee Multi-Service Orientations.	Provide training to NN employees on overall structure, benefits and policies.
Technology: Conduct basic, intermediate & advance computer training(s); virtual platforms.	Provide training to NN employees and outside entities on computer training(s) and virtual platforms.
Development: conduct progressive and specialized training(s) each month.	Provide specialized/progressive training(s) to enhance skills in professional/personal growth.
Cultural Enrichment: promote Navajo Language, Culture, Tradition and History.	Implement and educate in preservation of Navajo Language and Cultural Sensitivity.
Mandatory: conduct Sexual Harassment in the Workplace training (Executive Order).	Provide Sexual Harassment Awareness training to all NN Employees and outside entities.

### Major Accomplishments

In March, the Staff Development & Training Department helped to draft an update of the Sexual Harassment Awareness training. An Executive Order and signing ceremony underscoring the importance of this training was carried out by President Buu Nygren, Chief Justice JoAnn Jayne and Attorney General Ethel Branch with support from Char Kruger, program manager.

## Navajo Occupational Safety & Health Administration

The Purpose of Navajo Nation Occupational Safety & Health Administration (NNOSHA) is to enforce compliance of safety and health regulations, collect data for statistics and recommend corrective plan to reduce workplace exposure and injuries. Coordinate with Navajo, Federal and State entities to provide educational opportunities, respond to and investigate occupational hazards. Navajo Occupational Safety & Health Administration is established as the regulatory in accordance with Resolution CAP-39-00. (Amendment).

Goal Statement	Program Performance Measure/Objective
Maintain Collection, Compilation and Analysis of job injuries, accidents and illnesses. Monitor/provide technical assistance & aging workforce and loss work time.	Establish/develop data base applicable to all workplaces of Government, departments, programs and chapters annually.

Conduct three Standard/Regulation presentations per quarter at field/agencies.	Provide safety and health (consultation) presentations.
Conduct three working sessions per quarter with the Senior Safety Technicians.	Drafting/Develop unique Standard and Regulations (Promulgate).
Conduct four Consultations, Inspections, and/or investigations.	Provide Consultations, Inspections, Investigations & Enforcements.
Conduct four Safety & Health certifiable training per quarter field/agencies. 1531	Provide certifiable Safety & Health training at local chapter/agency. (RESOLUTION CAP-34-98).

### Major Accomplishments

The Occupational Safety & Health Administration completed training for asbestos certification that increased the savings for Navajo Nation and increased the most efficient sources for testing and training.

# Department of Personnel Management

Plan, organize and administer the personnel management services and programs of the Executive and Legislative Branches of the Navajo Nation Government, including but not limited to recruitment, staffing, compensation, benefits and employment, and provide guidance and advice to supervisors in implementing personnel management policies, procedures and programs in accordance with applicable laws, rules and regulations; and support and advise executive level management in human resources planning.

Goal Statement	Program Performance Measure/Objective
Process Position Classification Questionnaires within a period of 30 working days.	Timely processing of incoming Position Classification Questionnaires.
Process Job Vacancy Announcements.	Post Job Vacancy Announcements as received on a daily basis.
Process Personnel Action Forms per quarter according to NNPPM timeline of five working days.	Provide timely process of incoming Personnel Action Forms from submission to approval.
Develop and update training material and provide training to NN programs per quarter.	Provide training sessions on the various HR functions according to the NNPPM.
Implement new HRMS within the 1st quarter.	Provide organization wide training to all users per quarter.

### Major Accomplishments

Since January, efforts to automate the Navajo Nation's human resource management systems are nearing the end of contract reviews. The efforts are all critical to fulfilling the vision of the Office of President and Vice President to automate critical internal processes.

During March, the Department of Personnel Management also focused on beginning equitable and fair salary structure changes for Navajo Nation employees. An agreement between the Administration, Council and communities includes moving forward to schedule agency listening sessions with small, medium and large businesses to ensure a diverse public response.

## Navajo Department of Workforce Development

The Department will administer and implement employment and training programs for eligible youth and adults, in accordance with Navajo Nation laws, policies, procedures and authorized grant plans, rules and regulations and program guidance instructions. The Department is the designated administrative entity of the Navajo Nation for U.S. Department of Labor Workforce Innovation and Opportunity Act Section 166 and Dept. of Health and Human services Native Employment Works Program funding.

Goal Statement	Program Performance Measure/Objective
Career Service will be reported from NDWD workforce centers.	NDWD will capture 1,200 Self-Service customers per Fiscal Year.
NDWD will provide program services to Comprehensive Services Progam (CSP) participants.	CSP will serve 800 total participants per Fiscal Year.
NDWD will provide program services to Youth Supplemental Services Program (SYS) participants.	SYSP will serve 550 total participants per Fiscal Year.
NDWD will provide program services to Native Employment Works (NEW) participants.	NEW Program will serve 400 total participants per Fiscal Year.
NDWD will provide Dine Culture training to participants.	NDWD will provide 300 participants with Diné culture training.

# ${\it Major\, Accomplishments}$

In January, the Navajo Department of Workforce Development worked closely under the Division of Human Resources Administration to amend the Correction Action Plan for PY 2022-2025 in federal funding.

\$4 million were at stake from FY 2022 (which is inclusive of PY 2019–2022). We kept that funding from returning to the federal government.

# Office of Background Investigations

The Office of Background Investigations (OBI) is established by Plan of Operation HEHSCMA-04-14 to conduct background investigations for all Navajo Nation employees, volunteers and applicants who occupy or being considered for a sensitive position to determine suitability for employment.

Goal Statement	Program Performance Measure/Objective
Initiate background check process for new applicant per quarter according to OBI Policy and Procedures.	To timely complete intake process for new applicantÕs background checks.
Initiate background check process for new applicant per quarter according to OBI Policy and Procedures.	To timely complete intake process regular status employeeÕs background checks.
Provide professional background investigation and adjudication services per quarter.	Provide fingerprinting, background checks and adjudication services per quarter.
Provide orientation material to all applicants and regular status employee during intake process.	Issue and collect survey from all customers per quarter.
Conduct Community Outreach to educate the community of OBI requirements for background checks.	Provide community outreach to programs, division, and the public per quarter.

# **Department of Retirement Services**

Amended Plan of Operation promulgated by the Budget and Finance Committee designating the Navajo Nation Department of Retirement Services, to provide the Navajo Nation employees, political appointee, council delegates and its tribal affiliates with Defined Benefits, Defined Contribution and Deferred Compensation/Retirement plan benefits.

Goal Statement	Program Performance Measure/Objective
Provide eligible employees with timely and financially secure retirement benefits.	Number of new retirees per quarter.
Provide assistance in preparation of calculations to eligible employees.	Number of retirees receiving retirement benefits per quarter.
Coordinate retirement benefit for Navajo Nation retirees with a monthly benefit.	Provide the average monthly pension payment amount of 4,800 + retirees per quarter.
Review and evaluate contribution to retirement trust fund.	Total amount of retiree benefit payments per quarter.
Preparing and scanning of participant file.	Provide prepared and scanned participant documents on a quarterly basis.

### NNDRS Retirement Services

Amended Plan of Operation promulgated by the Budget and Finance Committee designating the Navajo Nation Department of Retirement Services, to provide the Navajo Nation employees, political appointees, council delegates and its tribal affiliates with Defined Benefits, Defined Contribution and Deferred Compensation/Retirement plan benefits.

Goal Statement	Program Performance Measure/Objective
Provide customer service and assistance to clientele retirement benefits.	Serve 800 clientele and customers on all retirement benefits per quarter.
Provide outreach & awareness by presenting training(s), orientations on retirement benefits.	Conduct orientations & presentations to the Navajo Nation Government per quarter.
Update employee Continuous Service Records on quarterly basis.	Research employment history & record on the Continuous Service Records per quarter.
Promote enrollment to employees to participate in the 401(k) Savings Plan.	Increase new 401(k)enrollments per quarter.
Maximize employees elective deferral rate.	Encourage employees to increase their contribution rate per quarter.

## NNDRS Retirement Plan Administration Committee

Amended Plan of Operation promulgated by the Budget and Finance Committee designating the Navajo Nation Department of Retirement Services, to provide the Navajo Nation employees, political appointees, council delegates and its tribal affiliates with Defined Benefits, Defined Contribution and Deferred Compensation/Retirement plan benefits.

Goal Statement	Program Performance Measure/Objective
Convene Retirement Plan Committee monthly.	Adhere to the duties/responsibilities of the retirement plan provisions.
Provide updates and receive reports of retirement plans.	To accept and approve receiving reports: Actuarial, Investment and Valuation etc.
Provide research, accept recommendations and/or improve the retirement pension plans.	To approve Defined Benefit Plan,401(k) Savings Plan, and Deferred Comp. Plan amendments.
Based on recommendations, any legislation(s) will be drafted and presented to the committee.	Number of legislation(s) acted on behalf of the committee per quarter.
Allow committee members to attend professional training per quarter.	To gain knowledge/skills/abilities in the retirement plan administration and investments.

# **Division of Natural Resources**

Program	Enabling Resolution/Statute
Division of Natural Resources Administration	RDCO-79-16
Minerals Department	RDCO-79-16
Department of Water Resources	RDCO-79-16
DWR Water Resources Management	RDCO-79-16
DWR Water Code	RDCO-79-16
DWR Technical/Construction	RDCO-79-16
DWR Operation & Maintenance	RDCO-79-16
Department of Agriculture	RDCJY-032-19
Navajo Veterinary & Livestock Program	RDCO-79-16
AGR District Grazing Committee	RDCO-79-16
AGR Eastern Navajo Agency District/Joint Land Boards	RDCO-79-16
AGR Navajo Nation Farm Boards	RDCO-79-16
AGR Tribal Ranches	RDCO-79-16
Navajo Land Department	RDCO-79-16
Land Acquisition Trust Fund	CAU-44-16
Navajo Title Plant System	RDCO-79-16
Forestry Department	RDCO-79-16
Heritage & Historic Preservation Department	RDCO-79-16
Fish & Wildlife Department	RDCO-79-16
Fish & Wildlife Animal Control Program	RDCO-79-16
Navajo Nation Zoological and Botanical Park	RDCO-79-16
Fish & Wildlife Colorado Ranch	BFJA-02-18
Department of Resource Enforcement	RDCO-79-16
General Land Development Department	RDCO-80-16
Navajo Nation Energy Office	
Park & Recreation Department	RDCAP-05-22

Navajo Nation Museum	RDCAP-05-22
Park & Recreation Department – Enterprise	RDCAP-05-22
Navajo Nation Fair	RDCJY-032-19
Colorado Ranch Enterprise	BFJA-02-18
Navajo Abandoned Mine Lands Reclamation Department	RDCO-79-16

### Division of Natural Resources Administration

To provide for the protection, restoration, conservation, management, and sustainable development of Navajo natural resources under the guidance and direction of the people of the Navajo Nation and of the President and Vice President. To ensure the highest quality of natural resources are available for the enjoyment and use of present and future generations of the Navajo people. To comprehensively manage the multiple uses of Navajo natural resources and to preserve the Nation's cultural resources.

Goal Statement	Program Performance Measure/Objective
The Division will have each department develop its Master Plan and provide its FY 2023 plan to the Division Administration by the end of the first quarter. The Division will have a Division Master printed/distributed by the start of the 2nd qtr.	To make sure each Department has its goals and priorities established for the fiscal year.
The Division will have each department provide a completed report to the Division on a quarterly basis.	Monitor the progress of each department, each dept. will provide feedback on their progress with their Master Plan & any RDC directives on their report cards on a quarterly basis.
Complete quarterly benchmark assessments for division projects handled by inter-department teams.	To monitor all established DNR internal inter-department teamsÕ progress and degree or completion of Master Plan projects to secure technical and planning expertise to complete each project by the end of the 4th quarter, to provide updates to the degree of completion to be provided on a quarterly basis.
Department managers and supervisors will provide quarterly completion updates to division leadership.	To monitor services provided by each Department, as well as special projects being completed. Target services and projects deadlines to make sure they are on schedule.
Develop & disseminate news releases, provide forums for programs.	Communicate with NN Stakeholders through public relations and marketing programs.

### Major Accomplishments

- 1. The eleven (11) Department provided reports on the top three (3) priorities on which they are actively working on. Explained the priorities President Nygren mentioned to council that DNR is responsible to address.
- 2. Reviewed the Black Creek Watershed project and gave recommendations on how DNR will be moving forward to complete the project with NRCS as partners.
- 3. Spoke at the Navajo Trail Conference ensuring the attendees that the Nygren Administration supports the development of trails for walking, running and biking for all to enjoy.
- 4. Provided an orientation about the Division of Natural Resources to Resources and Development Committee per the Plan of the Operations, also had each Department give a brief overview of their prospective departments duties and responsibilities.
- 5. Attended and took part in the OPVP strategic planning process for the Executive Branch with Arvin Trujillo.
- 6. Provided Rights of Way and Tribal Assess Authorization training to all Legislative District Assistance for the 25th Navajo Nation Council at Twin Arrows Casino.
- 7. Work Session with LeChee Chapter on Solar project development with three solar companies. The Chapter agreed to pass support resolutions for the projects to move projects forward.
- 8. Worked with a Team that developed the vetting process for Energy projects on Navajo, per the Energy Executive Order and the Energy Policy of 2013.
- 9. The General Land Development Department (GLDD) explained why there are stalled projects and decided what is needed to process for Tribal Assess Authorization. GLDD agreed to process the projects for approval.

## **Minerals Department**

Navajo Nation Resolution (RDCO-79-16)To solicit, review, evaluate and assist in the negotiation of all proposals submitted to the Navajo Nation for the reconnaissance, surveying, exploration and development of the Navajo Nation's mineral resources and energy related rights-of-way and to make recommendations for the Navajo Nation's consideration and approval of all such proposals. To maximize the Navajo Nation revenues from the Navajo Nation's minerals resources and energy related rights-of-way.

Goal Statement	Program Performance Measure/Objective
Complete 12 milestones Oil, Gas & Solid Minerals Royalty Audits & Compliance Reviews (CR) objectives, which includes Engagement and Issue letter, Orders, to Perform, CR and Audit Reports.	Completed Engagement and Issue letters, Orders, and CR and Audit Reports.

Conduct 600 Oil & Gas Lease Inspections of 7 units and 60 Leases, Witness Oil Sales and Meter Calibrations.	Complete Oil and Gas Lease and Unit Inspections.
Provide New Certification and Re-Certification Mine Safety Training to 60 mine and sand & gravel workers pursuant to Title 30, CFR Parts 46 & 48.	Number of Individuals who were provided Mine Safety Training classes.
Identify viable Revenue and Minerals and Energy development and exploration projects.	Initiation of Revenue projects and Minerals and Energy development projects.
Complete 40 Coal Mine Reclamation Inspections on Black Mesa, Kayenta, McKinley, Navajo, and Pinabete Mines.	Complete Coal Mine Reclamation Inspections of five Coal Mines.

#### Major Accomplishments

The Primacy Legislation o186-o22 was approved by the 24th Navajo Council during a Special Session on December 19, 2022. The voting resulted in 17 in-favor and 1 opposed. In January, the Primacy Legislation, Resolution CD-59-22, enacted the Navajo Nation Surface Coal Mining and Reclamation Act to provide for the regulation and enforcement of surface coal mining and reclamation operations on Navajo. Currently, the Office of Surface Mining and Reclamation Enforcement (OSMRE) regulates all aspects of surface coal mining and reclamation on Indian lands. However, upon the Department of Interior's (DOI) approval of the Minerals Department, Surface Mining Program's Regulations, this regulatory function will be performed by the Minerals Department, Surface Mining Program (SMP).

Going forward, the following steps must be completed before the final Primacy package is submitted to DOI for approval:

- 1. Navajo Nation DOJ review of the SMP Regulations.
- 2. OSMRE Solicitor's review of Part 864 of the Navajo Nation's proposed regulations, which is counterpart to the Federal regulations at 43 CFR Part 4.
- Draft and review of Memorandum of Understanding between the Navajo Nation and OSMRE for criminal enforcement.

The final package is then submitted to RDC for approval, then to the Secretary of the Interior for review and approval.

The Minerals Department recently hired an oil and gas inspector in the Oil and Gas Inspection and Enforcement Program. Mr. Johnnie Begaye came on board February 21, 2023. Mr. Begaye will be training with the other Oil and Gas Inspection and Enforcement inspectors as well as the BLM inspectors. In September he will participate in 6 challenging Module Training courses to become a Certified inspector.

The Minerals Department hired Ms. Marsha Johns in the Surface Mining Program Senior Office Specialist position on March 27, 2023.

The Minerals Department Administration hired Mr. William Gaines in the ARPA/FRF Program Manager position. Mr. Raines starts Monday, April 10, 2023.

#### King Kong 1X oil well

Navajo Nation Oil & Gas Company (NNGOC) completed the plugging and abandonment (P&A) of the leaking King Kong 1X oil well on March 12, 2023. This was accomplished through a joint effort of the Minerals Department, BIA, Navajo EPA, and the BLM. The site is now ready for remediation. The remediation will begin with soil sampling to determine the extent of the soil contamination. This will dictate next steps. NNOGC will also remove all surface equipment. The BIA is in the process of obtaining the lease bond to cover part of the P&A costs and remediation. The cost of the P&A to NNOGC was \$122,586.

On February 21, 2023, the Minerals Department applied for a Program Development Grant and a Tribal Implementation Grant under DOI's Orphaned Well Program for Tribes, funded under Section 40601(d) of the Infrastructure and Jobs Act, P.L. 117-58 (also known as the Bipartisan Infrastructure Law or "BIL"). If awarded, the Minerals Department will administer the grant for NNOGC who will remediate the King Kong well, and P&A and remediate other orphaned oil and gas wells on Navajo. NNOGC will also work with Navajo EPA to P&A orphaned water wells they have identified.

#### **Kayenta Asset Work Groups**

The Surface Mining Program continues to meet with small teams made up of Navajo Nation departments, including NDOT, Navajo EPA, and NTUA who need to be involved in assessing the safety and viability of certain assets at the Kayenta mine. The Kayenta Asset Work Groups were created in March 2022 to assist Leadership with identifying what assets should be retained or not be retained. Kayenta Mine is in full reclamation mode and is continually reclaiming land and demolishing assets.

The seven (7) teams include:

- 1. Buildings
- 2. Fiber Systems
- 3. Ponds
- 4. Power lines
- 5. Roads
- 6. Water facilities (water wells and water tanks)

#### 7. Agreements.

The teams meet regularly to discuss and share information on the assets. The Minerals Department is planning on hosting a meeting in May to provide updates to Leadership on the assets as well as the status of reclamation at the mine. The Surface Mining Program continues to provide the Black Mesa Review Board with updates on the work groups in Bi-Monthly meetings. The most recent meeting was held in February, 2023.

On February 15, 2023, a meeting coordinated by Peabody was scheduled to update the new administration on the Asset teams and mining reclamation; Melinda Arviso-Ciocco, Executive Staff Assistant, was present to receive the updates. Arviso-Ciocco later informed the Minerals Department that the Western Agency Council requested information on the assets and reclamation activities at Kayenta Mine so Minerals Department is on the agenda for the next Western Agency Council meeting in June 2023.

#### **Reclamation Inspections**

The Surface Mining Program completed 12 reclamation inspections on the McKinley Mine, Navajo Mine, Pinabete Mine, Kayenta Mine, and Black Mesa Mine. Below is a summary of the inspections.

#### McKinley Mine

A meeting was conducted on March 2, 2023 with NTUA representatives to discuss the transfer of certain McKinley Mine assets. NTUA is requesting that the Navajo Nation transfer to NTUA the 115KV transmission and distribution lines and existing water infrastructure at the McKinley Mine. However, this is not yet the Navajo Nation's asset to transfer. The Minerals Department informed NTUA that the land needs to be reclaimed and go through a federal land withdrawal process, at a minimum. We informed NTUA to put in writing the assets that they are interested in, and the project that they want it for. We may meet with Chevron Mining Inc. (CMI) to determine if CMI will allow NTUA to proceed with their project before the land is legally transferred. However, this poses liability issues. NTUA is also interested in putting solar panels on the reclaimed land. They mentioned Area 9, which is under New Mexico jurisdiction, not the Navajo Nation.

About 97% of the permanent program lands in the leasehold are reclaimed, leaving approximately 200 acres of the North Mine facilities area un-reclaimed. Per regulations, CMI is required to reclaim the facilities areas unless the Navajo Nation indicates they want to retain it. Reclaimed Permanent Program lands at McKinley Mine still need to go through the bond release process (Phase III in this case), the Termination of Jurisdiction (TOJ) process, and the land

relinquishment process. For Interim lands, the land still needs to go through the TOJ and land relinquishment process before it is released to the Navajo Nation. Most of the land has already gone through the Phase I and II process.

#### NTEC, Navajo Mine and Pinabete

The operator, Navajo Transitional Energy Company (NTEC), continues to mine coal from the Dixon and Gilmore Pits. According to the 4th Quarter 2022 blasting records, the operator has mined coal from Strips 19 and 20 of the Gilmore Pit. Additional coal reserves underneath Dixon Ramp 4 were also mined. Kress trucks haul coal out of Gilmore Pit Ramp 2. The 8750 and 8050 Draglines continue to work at different ends of the pit. With the ongoing blasting operations, we make sure there are no fly rock outside the permit boundary fence, within the protected Cottonwood Arroyo or on top of the nearby protected topsoil stockpiles. Most of the impoundments surrounding the Gilmore Pit were recently cleared of excess sediment buildup. Coal haulage to the Four Corners Power Plant (FCPP) has been constant during the past year due to increased demand for coal. The haulage to FCPP will halt in April due to a scheduled outage at the power plant. During the outage, NTEC will service one of their draglines and restore coal to some of their depleted stockpiles. On a prior inspection, we observed the Liebherr excavator dumping spoil material into several waiting dump trucks at the end of Dixon Ramp 4. The trucks would later haul and dump the material at the northern end of the Dixon Pit. NTEC plans to backfill this section and later construct a drainage channel that will divert incoming water towards Pond 312. This new channel will replace the current North Fork Diversion.

The annual Community Heating Resource Program (CHRP) ended on March 26. The mine provided free coal to Navajo Nation and Hopi Tribe residents. CHRP will resume in October.

Grade work continues within the Hosteen Watershed. On one of the inspections, observed was several bulldozers, graders and scrappers working on a couple of the drainage channels west of the new Area 2 haul road. The grade work within the Yazzie Watershed has been completed. Topsoil material from the DBR12\_TS\_E stockpile in nearby Doby has been hauled to Yazzie and redistributed over the finished slopes south of the Yazzie Overlook. Irrigation pipes have been installed on the slopes next to the Yazzie FSC Bluff Feature.

#### Peabody, Kayenta and Black Mesa Mine

Backfill and grade work continues within the N-9 Pit. Bulldozers and haul trucks were working between Ramps 24.5 and 25 during SMP's last inspection. A drainage channel has been constructed near the former highwall. The slopes at the northern end of the pit have been graded. No topsoil material has been redistributed over the completed slopes.

During the March 1 BLM field inspection, a coal seam fire was observed within the N-9 highwall across Ramp 24.5. Numerous spoil fires were observed on the slopes where the bulldozers were working. BLM later reported that the fires were extinguished by the mine operator. The remaining exposed coal seams within the N-9 highwall will be inspected during the upcoming second quarter inspections. The backfilling of the whole N-9 Pit should be completed by this summer.

The dragline demolitions within the J-19 and J-21 Pits are mostly complete with some debris remaining. Sites were visited on one of the inspections (J-19 Dragline site and Material Storage Area). Most of the dragline house has been taken down. Welders continue to work and break down the remaining metal parts. Several dragline booms are still present. It is reported that the booms will be transported off the mine site and used at other Peabody's operations.

One of the large MSHA ponds within J-16 area was inspected during last SMP's partial inspection. The operator has plans to assess and repair the embankment slopes that were damaged by the summer monsoon storms last year. Sections of the conveyor belt structures and transfer stations between N-8 and N-11 continue to be taken down. A crusher machine was brought onsite by Decker, one of the mine contractors. Concrete pillars that were removed were crushed by the crusher machine. A couple of the partial inspections were hindered by several major snow storms and muddy ground conditions.

#### ONEOK Black Mesa Pipeline Facilities

All of the buildings and the underground concrete foundations have been removed and taken off the mine site. A perimeter fence has been installed. Dendritic drainages have been constructed. ONEOK still needs to seed and mulch the reclaimed slopes. It was reported by ONEOK and their contractor, Entrada, that the remaining seeding work will start April 18.

#### CMI McKinley Mine

Outfalls and down drains continue to be repaired throughout Areas 2 and 10. These drainages were damaged by the summer monsoon storms last year. The operator will be repairing the damaged drainage channels that are located within the OSMRE and New Mexico Mining and Minerals Division (MMD) jurisdictional lands. Repair work of a major erosion feature identified on a south-facing slope near 2G in Area 2 had been halted due to the poor weather conditions experienced at the mine during the months of January and February.

Two field revisions were reviewed and approved by the OSMRE Inspector during this quarter. One was for the use of an existing and approved ancillary road that runs inside a reclaimed channel in Area 10. This road will be utilized as an access road by the operator as they repair

damaged drainage channels within the MMD portion of Area 10. Another approved field revision was for the addition of an existing access road located within the North Facilities to the current list of ancillary road system. This road runs towards an electrical substation and rock base will be added to the surface. No topsoil material is expected to be salvaged since this is already an existing road. Just like at Kayenta Mine, a couple of the inspections were hindered by major snow storms and muddy ground conditions this quarter. A partial inspection of the whole mine area was scheduled for March 28–29. The OSMRE and Navajo Nation Surface Mining Program (NNSMP) Inspectors were expected to inspect the whole mine area.

#### Challenges

The Minerals Department continues to struggle with hiring Associate Minerals Auditors. We have five (5) vacant positions. The funding agency, Office of Natural Resources Revenue (ONRR), informed the Minerals Audit Program that for FY 2024, ONRR will not fund the program for all 5 vacant positions. ONRR will fund the program for 3 vacant positions and when those positions are filled, they will fund for the other 2 positions. These are hard to fill positions. They require a Bachelor's degree in Accounting, Business Administration or related field that included 24-hours of accounting or auditing experience. There is also an equivalency clause but the positions are still difficult to fill. One of the concerns expressed by interviewees is that the salary is too low. They compare our audit program pay to the Southern Ute Tribe's pay for Mineral Auditors, and stress that they must drive a long distance because there is no local housing.

The Minerals Department Administration continues to struggle with hiring an Accountant. We have been without an Accountant for almost 2 years. Our last previous Principal Accountant retired in September 2021. The position had to be reclassified from a Principal Accountant to an entry level accountant position because the department's annual budget was based on the prior year's base budget. The Minerals Department had to abolish a Programs & Projects Specialist position in FY 2023 because the department's annual budget was based on the prior year's base budget. When Division/Department budgets remain "flat" or are based on the "base budget" from the prior year, this does not mean the budget will be the same; rather, it means that your budget was cut by the number of cost-of-living adjustments and/or employee Performance-based Step Increases. For example, if the new fiscal year's budget is based on the "base budget" from last year, this is meaning the prior year's budget as it was before the cost-of-living adjustment was approved and before any performance-based step increases were given. So, if a budget is based on the prior year's base budget for this year, most departments have to reduce their operating costs budget, or reclassify positions, or abolish positions to cover the cost of

living adjustments and step increases. This has a cumulative effect over the years. You can only take from operations for so long before you must downgrade positions or abolish positions.

The Minerals Department is challenged with locating what is considered "excess" sand and gravel sites that is needed to reclaim old abandoned uranium mine sites. This is a project we are working on in coordination with the U.S. EPA and Navajo AML.

#### **Key Meetings**

On February 13, the Surface Mining Program provided its bi-monthly update on the status of the Asset Teams to the Black Mesa Review Board.

On February 15, a meeting coordinated by Peabody was scheduled (mentioned earlier).

On March 21, the Minerals Department Surface Mining Program participated in the quarterly meeting with the Office of Surface Mining Reclamation & Enforcement (OSMRE), the funding agency. The meeting provided updates on the grant and budget, Primacy, training coordination, updates on personnel, and updates on inspection activities for the Kayenta Mine Complex, Black Mesa Prep Plant, McKinley North Mine and the Navajo & Pinabete mines. The BLM, BIA and U.S. EPA also provided updates.

From March 29–30, the Minerals Department, Minerals Audit Program participated in the quarterly State and Tribal Royalty Audit Committee (STRAC) meeting with the DOI, Office of Natural Resources Revenue (ONRR), the funding agency. The meeting provided updates from the BLM, the Solicitors Office, and Office of Enforcement; Agreement's Officer, IT modernization initiatives, trial peer review results, upcoming Peer Reviews and Contract Reviews, and royalty valuation issues. STRAC consists of audit professionals from six (6) Tribes and nine (9) States.

Met with Mr. Gary Parkison of Praxis Mining Consultants (PMC). PMC is researching the viability of copper mining in the area around the Coppermine Chapter. Minerals Department provided PMC the Sand and Gravel Lease Application Process and walked them through the steps. Minerals Department recommended next steps include informing the Chapter of the area they are interested in to see if the Chapter is interested in PMC's proposal. If so, PMC should work with the Chapter on obtaining a chapter resolution in support of what they want to do. If they can get the Chapter's support with a resolution, then Minerals Department will set up another meeting so they can present information about their company and go over the next steps.

Met with U.S. EPA to help find sand and gravel resources to use as fill material for reclamation of abandoned uranium mines, over 500 of which exist unaddressed across the Navajo Nation. The EPA is looking to either open their own sand and gravel pit or find sufficient excess material to be used in the reclamation of all these sites. It was agreed to have joint site inspections to try and locate excess material for reclamation.

We will start these inspections in the next quarter. The first area that the U.S. EPA is starting in is Red Valley and Cove.

#### **Recommendations**

- 1. The Navajo Nation approval process for federal funding needs to be reviewed. There are too many duplicative review steps in place to timely get applications to funding agencies and, when awarded, to get approved applications entered the Navajo Nation's financial system.
- 2. Also, the Approving Official for the Navajo Nation for federal grant communication should be at the Department or Division level.

## **Department of Water Resources**

The Dept. of Water Resources shall plan/coordinate/develop & manage the water resources of the NN for its maximum beneficial use and promote the sovereignty of the Navajo Nation over its water. The Department of Water Resources shall provide administration and ensure compliance with all applicable laws, rules, regulations, policies and procedures related to the department's administrative, technical and financial matters. The Department of Water Resources shall operate and maintain all livestock, irrigation and domestic water facilities under its jurisdiction. The Department of Water Resources shall study, plan, design, construct, rehabilitate and otherwise be responsible for providing engineering, geohydrological, drilling and construction support to water development projects.

Goal Statement	Program Performance Measure/Objective
Water Rights – Navajo Water Rights Commission (NNRWC).	Provide technical support, provide recommendations, develop and review proposals, etc.
Infrastructure Development & Improvements – Water Systems.	Oversight and Coordination of Planning, Design, and Construction Agreements.
Water development – New Mexico San Juan River Settlement Projects.	Irrigation and groundwater infrastructure Evaluations, Design, Development, SOW, Budget, etc.
Administration of Water Resource Programs.	Review of Funding Agreements, Contracts, Budgets, Quarterly Reports, etc.

Provide Technical Information and Recommendation to	Assist with American Rescue Plan funding
Navajo Leadership.	implementation and other projects as needed.

#### Major Accomplishments

- 1. Calvin Begay well in Coppermine Chapter area. Completed installation of a 4,000-gallon water storage tank at well number 10T-523 in Chinle Chapter area. Installation of a 24,000-gallon water storage tank at well number 1T-516 in Kaibeto Chapter area is in progress. Completed construction of an additional1.2 miles of livestock waterline from 24,000 gallons water tank in Tolani Lake Chapter, White Grass area, Ervin Begay Project. Completed two (2) livestock earthen dams in Dilkon Chapter area, one (1) livestock earthen dam in Kaibeto Chapter area, and one (1) livestock earthen dam in Birdsprings Chapter area.
- 2. Approval of a Water Lease Agreement Between the Jicarilla Apache Nation and the Navajo Nation, Navajo Unit, Colorado River Storage Project.
- Commissioner of U.S. Bureau of Reclamation Reaffirmed the Memorandum of Understanding (MOU) entered between the Bureau of Reclamation and the Navajo Nation.
- 4. \$10.8 million awarded to U.S. Bureau of Reclamation for completion of Farmington to Shiprock Pipeline as part of the Animas La Plata Project.
- 5. In coordination with Water and Tribes Initiative, completed report entitled Enhancing Tribal Water Management Capacity in the Colorado River Basin: A Baseline Assessment.

### Challenges

**Equipment Operators.** The Department is not able to retain or hire new equipment operators and other staff due to Navajo Nation's non-competitive low wage rates. There is currently over 40 vacancies for the Department.

**No Water Management Branch Building.** Funds are badly needed to replace main TCOB warehouse and field offices/shop buildings. Water Management Branch staff continue to work without a building, funds are needed for planning, design and construction of new office complexes for Water Resources.

**Procurement System is Non-Cooperative.** Exceptionally lengthy contracting procedures, non-cooperative procurement system to obtain supplies and materials for construction, repair and maintenance is resulting in safety issues and declining direct services to our Navajo people at the chapter community level. Need additional manpower to address the safety issue and workload.

**Inflation Costs Setbacks.** Construction cost increases due to inflation are impacting projects. For example, Hogback - Cudei Irrigation Project for Helium Siphon is experiencing setback due to cost inflation on materials (HDPE pipe).

#### Key Meetings

- 1. Navajo Nation hosted the Ten Tribes Partnership meeting on February 8 in Albuquerque, NM.
- 2. Resources Development Committee leadership meeting with the Office of the President and Vice President and Water & Tribes Initiatives (Colorado River Basin) Tuesday, February 14.
- 3. Resources Development Committee meeting presentation on February 15 on report by the Navajo Nation Department of Water Resources, Water Management Branch relating to the Navajo Nation's letter response to 87 FR 69042: Notice of Intent to Prepare a Supplemental Environmental Impact Statement for December 2007 Record of Decision entitled Colorado River Interim Guidelines for Lower Basin Shortages and Coordinated Operations for Lake Powell and Lake Mead.
- 4. Participated in Native America Calling radio broadcast on February 17 to discuss how settlement money will fund water projects in the Navajo Nation.
- 5. Navajo Nation hosted Upper Colorado River Commission meeting on March 17 at Antelope Point Marina, Lechee, to discuss Colorado River topics.
- 6. Assisted in coordination of an interview between Lawrence Hurley, Supreme Court Reporter of NBC News Digital, and President Buu Nygren on March 16 relating to the Navajo Nation's Supreme Court hearing.
- 7. Navajo Nation Interagency Coordination and Collaboration Meeting #4 Improving Flood Risk Management & Water Resource Issues March 30, 2023 with U.S. Army Corps of Engineers.

#### **Recommendations**

- 1. Finalize appointment letter for Navajo Nation representative to Ten Tribes Partnership.
- 2. Notify New Mexico Water Trust Board of President Buu Nygren's alternate representative.

## Department of Water Resources Water Resources Management

The Department of Water Resources shall provide stewardship to manage, provide comprehensive water planning, compile information on existing surface and groundwater resources, coordination of the development and utilization of the Navajo Nation's waters to manage existing uses and to plan for future adequate water resources for domestic, industrial,

agricultural, recreation, wildlife, aquatic life and other beneficial uses for maximum beneficial use to enhance the natural and human environmental and exercise the sovereignty of the Navajo Nation over its waters, etc.

Goal Statement	Program Performance Measure/Objective
Promote/monitor water infrastructure development and provide geotechnical/project information to support water infrastructure development.	To promote water infrastructure development in coordination with NTUA, IHS and other agencies
State Funded Water Infrastructure Planning, Design and Construction Projects.	To provide grant & contractor oversight for water infrastructure projects funded through NM Indian Affairs Dept. & other state agencies.
Federally Funded Water Technical Studies and Water Infrastructure Dev. Projects.	Provide grant/contractor oversight for water infrastructure projects funded by federal agencies. Assist with reimbursement of funds.
NM Water Rights Settlement Funded Water Infrastructure Planning & Development Projects.	Provide grant/contractor oversight for funds for the Navajo-Gallup Water Supply Project & Groundwater Conjunctive Use Wells Project.
Water Rights Technical Work to assist NN Water Rights Commission.	Provide water infrastructure development recommendations/technical/ work assistance to ongoing litigation/settlements efforts.

# Department of Water Resources - Water Code

The Water Code Administration Enterprise Fund shall be utilized to facilitate administration and implementation of the Navajo Nation Water Code, 22 N.N.C. 1101 et., seq. by serving as a repository for permit application fees, and such other incidental funds that may be collected pursuant to the Navajo Nation Water Code, and related laws, administrative rules, regulations, and policies, and/or duly approved resolution of the Resources Committee of the Navajo Nation Council, to provide for a mechanism to improve services of the Water Code Administration and to increase revenue generation by facilitating actions necessary to implement the Navajo Nation Water Code.

Goal Statement	Program Performance Measure/Objective
To report on a quarterly basis, the following program statistics & services provided.	Review and process 60 water use permit applications annually with average of 15/quarter.
To report on a quarterly basis, the program statistics and services provided.	Review and process 8 drilling permit applications annually with an average of 2/quarter.
Revenue generation from filing fees, water use fees, etc.	Generate water use fees of at least \$600,000 per year.
Public Outreach.	Give at least six chapter presentations / quarter on Water Code Section.
Interagency Cooperation.	Do three interagency meetings / presentations on the Water Code each quarter.

## Department of Water Resources Technical/Construction

The Department of Water Resources shall provide stewardship to manage, provide comprehensive water planning, compile information on existing surface and groundwater resources, coordination of the development and utilization of the Navajo Nation's water to manage existing uses and to plan for future adequate water resources for domestic, industrial, agriculture, recreation, wildlife, aquatic life and other beneficial uses for maximum beneficial use to enhance the natural and human environment and exercise the sovereignty of the Navajo Nation over its water. The Department of Water Resources shall provide administration and ensure compliance with all applicable laws, rules, regulations, policies and procedures related to the department's administrative, technical and financial matters. Shall study, plan, design, construct, rehabilitate and otherwise be responsible for providing engineering, geohydrological, drilling.

Goal Statement	Program Performance Measure/Objective
Infrastructure Development – promote/sustain livestock economy – serve elderly, veterans & youth.	Complete drilling of one deep water well by 9/2023.
Infrastructure Development – promote/sustain livestock economy – serve elderly, veterans and youth.	a. Complete construction of (2) 24,000 gallon water storage tanks. b. Complete setup of (6) 4,000 gallon water storage tanks. c. Complete construction of four (4) miles of water line extension.
Infrastructure development – promote/sustain livestock economy – serve elderly, veterans and youth.	a. Complete minor/major repairs & maintenance of 70 small/large equipments. b. Complete transport services for water construction activities including all field offices.
Infrastructure Development – promote/sustain livestock economy serve elderly, veterans & youth.	a. Purchase and install eight stock troughs. b. Complete construction and rehabilitation of eighteen earthen dams.

## Department of Water Resources Operation & Maintenance

The Department of Water Resources shall provide stewardship to manage, provide comprehensive water planning, compile information on existing surface and groundwater resources, coordination of the development and utilization of the Navajo Nation's water to manage existing uses and to plan for future adequate water resources for domestic, industrial, agriculture, recreation, wildlife, aquatic life and other beneficial uses for maximum beneficial use to enhance the natural and human environment and exercise the sovereignty of the Navajo Nation over its water. The Department of Water Resources shall provide administration and ensure compliance with al applicable laws, rules, regulations, policies and procedures related to the department's administrative, technical and financial matters. Shall study, plan, design,

construct, rehabilitate and otherwise be responsible for providing engineering, geohydrological, drilling.

Goal Statement	Program Performance Measure/Objective
Infrastructure Development – promote/sustain livestock economy – serve elderly, veterans & youth.	Operate and maintain livestock water facilities (well, windmill, solar, jack pump, submersible, etc.)
Infrastructure Development – promote/sustain livestock economy – serve elderly, veterans & youth.	Operate and maintain livestock water distribution systems (tank, trough, waterlines).
Infrastructure Development – promote/sustain livestock economy – serve elderly, veterans & youth.	Operate and maintain irrigation water facilities.
Infrastructure Development – promote/sustain livestock economy – serve elderly, veterans & youth.	Maintain five regional watering points.
Infrastructure Development – promote/sustain livestock economy: serve elderly, veterans & youth.	Operate and maintain community water system.

# Department of Agriculture

The Department of Agriculture shall plan, develop, coordinate, integrate, manage and implement all programs, policies and regulations designed to conserve, protect, regulate, develop and manage Navajo range land, livestock and agricultural resources for the optimum benefit of all Navajo people. All plans, objectives and activities of the Dept. of Agriculture shall be oriented toward the development of a viable rural economy for the Navajo people based on family livestock, commercial and subsistence farm enterprises and range mgt. & shall be consistent with the principles, practices & established guideline for conservative use of soil and water resources.

Goal Statement	Program Performance Measure/Objective
Dept. of Agriculture and programs will develop their Master Plan for FY 2023 and submit to DNR by the end of 1st qtr/updates submitted each qtr.	To ensure our dept. and programs have goals and priorities established for FY 2023.
The Dept. Director will assign internal work teams to implement and complete special/priority projects. Projects will be monitor and quarterly updates will be documented and presented to Division of Natural Resources. A year end annual report will be completed on a quarterly basis.	To identify special/priority projects within Dept. of Agriculture.
To ensure quality services are provided to the public via visits at the Department of Agriculture office. Conduct surveys that will gauge the quality of services of the department and/or programs.	Monitor services from all programs within Department of Agriculture.
The need for brand inspection availability has risen extensively since the Ranger Dispatch moved out of Blk	Will work to increase the number of commissioned Deputy Livestock Inspectors by creating two new DLIÕs per quarter.

Hat compound in 2018. The Brand Management will work to meet livestock inspection needs.	
Dept. of Agriculture will submit news articles and educational information to farmers, ranchers, pet owners, the general public, etc. and can be used to improve their knowledge in caring for their animals, the land etc.	To develop and published quarterly Dept. of Agriculture Brochure and/or newsletter.

## Major Accomplishments

**District Grazing Committee Meetings.** Regular attendance and reports given at grazing committee meetings, Western Navajo Agency grazing meetings, grazing permittee meetings. Reports include announcements from NNDA, technical assistance regarding range management, and guidance on NNDA policies and procedures. There has been in increase in attendance from permittees and community members at grazing committee meetings.

AIF Livestock Management Incentive and Farm & Garden Incentive. Participated in several outreach events. Also assisted with application intake at grazing meetings and permittee meetings and made a couple home visits to get elders signed up. Application outreach events allow opportunity to interact with ranchers, farmers, and gardeners and counsel them on range management, grazing permits, and Navajo Nation grazing regulations.

**Collaboration on compliance issues.** I worked with BIA Natural Resource Specialists to begin developing a memo for district grazing committees to use to notify permittees of violation and to outline compliance actions. Also attended mediation meetings to resolve grazing disputes and perform compliance checks and range investigations.

**NPL Heirship Applications.** Continued reviewing heirship applications and improved data collection and database of applications. Provide updates to NPL chapters about heirship application process.

#### Horse Management

- Assisted Elected Officials with updating Chapter Resolutions to conduct Equine Rescue
   Operations while coordinating with Department of Resource Enforcement (DRE) and Bureau
   of Indian Affairs (BIA) on each equine rescue operation. Conducted Equine Rescue
   Operation with NNDA and BIA (Fort Defiance).
- 2. Coordinated Equine Rescue Operation with NNDA, BIA (Northern & Fort Defiance) and DRE (Eastern Rangers).
- 3. The Equine Reward Program received 577 feral equines from various Navajo community members across the Navajo Nation.

## **EQUINE REWARD**

Date	te Location Equine Remove	
1/4/23	Window Rock	74
1/10/23	Window Rock	75
1/17/23	Window Rock	18
1/24/26	Window Rock	25
1/31/23	Window Rock	64
2/7/23	Window Rock	20
2/14/23	Window Rock	65
2/21/23	Window Rock	48
2/28/23	Window Rock	58
3/8/23	Window Rock	42
3/14/23	Window Rock	25
3/21/23	Window Rock	29
3/28/23	Window Rock	34
	Total	577

Equine Management Team rescued 1402 feral Equine. Total of 708 removed With Equine rescue operations, Seizures and Right of Way pick-ups. Coordinated Equine Rescue Operation – Coyote Canyon, Two Grey Hills, Mexican Springs, Naschitti.

## EQUINE RESCUE OPERATIONS

Date	Location	Equine Removed
10/4/22	Ganado	51
10/18/22	Lukachukai	62
10/25/22	Indian Wells	75
11/1/22	Klagetoh	51
11/16/22	Winslow Tract	39
12/16/22	Twin Lakes	32
12/23/22	Crystal	81
3/10/23	Coyote Canyon	70
3/17/23	Two Grey Hills	145
3/24/23	Mexican Springs	26
3/31/23	Naschitti	127

Total	708
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Range & Farm Management Northern Agency

- 1. Northern Agency-Range & Farm Management assisted in the 2023 Navajo Nation Livestock Management and Farm & Garden Incentive Programs. Completed fourteen (14) clients assistance with the Livestock Management application, and sixteen (16) clients assistance with the Farm & Garden application.
- 2. Northern Agency-Range & Farm Management participated and provided guidance assistance to grazing committees and farm board members with fifty-nine (59) hours of a total of seventeen (17) meetings applied. Teleconference call into three (3) RDC meetings and applied eleven (11) hours for current updates.
- 3. Northern Agency-Range & Farm Management provided technical assistance to forty-six (46) Grazing Officials, fourteen (14) Farm Board Members, and twenty-seven (27) Clients on Chapter ARPA Projects, livestock trespass, home-site leases, burial policies, probate, permit transfers, tally counts and mediation resolutions. Assisted elected officials with one hundred and three (103) email claim submissions. Completed five (5) NDA task requests with ten (10) hours applied.
- 4. Northern Agency-Range & Farm Management completed a total of one thousand two hundred and eleven (1211) miles traveled with twenty-three (23) hours traveled, and fifty-one (51) hours applied to meetings, trainings, and administrative duties.

Compiled FY-2023 Form-2 Budget Outline Task for the Northern Agency District Committee Members (10 out of 20) below:

Northern Agency DGC - Second Quarter Form-2 Report - 2023				
Livestock Removal Activity  Livestock Tally Counted  Compliances  Compliances  Agency Issues/Int er-District Matters  Outreach er-District Matters  Meetings				
Totals:	Totals: 19 37 14 16 25			

Range & Farm Management - Agriculture Infrastructure Fund

The Agriculture Infrastructure Fund's Livestock Program began on January 10 for our Navajo people with active grazing permits. The communication between NNDA and the grazing permittees across the Navajo Nation continues to grow as we monitor and help ranchers stay in compliance with their livestock inventory.

The outreach schedule comprised of thirteen (13) different chapters and notified the public of the program through radio and print advertisements. We also sent fliers by email or fax to all

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scheduled chapters and worked around Chapter and Grazing Officials schedules due to meeting conflicts to ensure all parties were well represented during application intake.

Members also taught chapter administration, officials, and grazing officials how to use the online application to better assist community members who were unable to make the scheduled meetings at the chapter locations.

The Farm and Garden Program began on February 1 and was open to all Navajo residents living on the Navajo Nation. Outreach and application intake was done at sixteen (16) chapters with additional chapters scheduled at the request of various Navajo Nation Council Delegates.

Below is an application estimate within our database for both Incentive Programs for FY 2023:

1. Livestock Management Incentive Program Application Status

Complete: 714
In-progress: 283

Deadline to upload missing documentation: April 30, 2023

2. Farm and Garden Incentive Program Application Status

Complete: 714 In-progress: 285

Deadline to upload missing documentation: April 30, 2023

#### Range & Farm Management - Grazing

**District 7.** Attended in-person meeting on March 3 with all district grazing committees in attendance. All grazing members gave reports for their assigned chapters and reported working with the chapters for ARPA-FRF funding.

Transfers: None.

Probate: 2 Letters of Recommendation received; 1 requested for research.

RMU: 1 continues to request the status from the BIA regarding GPS reading for completed maps.

ALUP: None.

Other(s): NPL updates on when the Heirship Application will be available to fill out. Most of the DGC within the NPL area have notified the individual(s) to attend their permittee meeting(s) within the coming months. Grazing Holders do attend meetings due to getting a certify stamp on the Grazing Permit to continue selling livestock or applying for programs.

Disputes reported: None.

**District 5.** Attended teleconference meetings.

Transfers: Yes, gathering information.

Probate: Yes, gathering information.

RMU: None.

ALUP: None.

Other(s): See below.

Disputes reported: One filed by Leupp Community regarding the Grand Falls closure. Currently, no tourists are allowed to travel in the Grand Falls site. A public hearing is scheduled to address the littering and illegal trash dumping. NNDA was informed to attend the public hearing.

## Challenges

## Range & Farm Management - Western Agency

- 1. Tuba City. It has also been difficult to identify an area for a land withdrawal for a permanent field office.
- 2. Non-participation by grazing officials- there are several grazing officials in Western Agency who do not participate or attend meetings; reports from community that they cannot get a hold of their grazing officials or that they are unable to work with their grazing official due to conflict.
- 3. Homesite lease disputes- Land Department does not enforce homesite lease policies; grazing officials cannot effectively mediate homesite lease disputes; there is confusion about policies regarding how to determine who needs to give consent for proposed homesite leases (interests within ½ mile).
- 4. Pending grazing permit transfers- Barriers to re-issuing permits include conservation planning; NNDFW BRCF reviews; no BIA range utilization studies; lost transfer agreements or other required documents.
- 5. Conflict related to tourism- continued issues regarding tourism-based business that conflicts with grazing and other natural resource activities. Major problem areas are Lechee, Oljato/Monument Valley, Leupp/Grand Falls, and Cameron. Ineffective and outdated range management policies- Navajo Nation and BIA/CFR tally counts are the only measure of

compliance. Best management practices, annual operating instructions, range monitoring are not mandated in policies.

#### **Horse Management**

- 1. Due to the adverse weather conditions across the Navajo Nation, access to rangeland has become difficult to navigate largely in part to washed out and muddy roads.
- 2. Due to the nature of all activities conducted within the program, equipment such as our 5500 trucks, ATVs, and dirt bikes have encountered rough terrain leading to mechanical failure.
- 3. The Equine Reward Program continues to face challenges with the RDP process.

#### Range & Farm Management - Northern Agency

- Assisting Grazing Officials research permittee's grazing area for appropriate consent(s) towards project areas (HSL; Utility Extension/Hook-up; Surface Damage Compensations).
- Permittees make claims outside their permitted areas and seek compensation, and several finalized homesite lease clients did not obtain appropriate permittee's consent, which hinders utility development.

## Key Meetings

#### Range & Farm Management - Western Agency

DGC, Farm Board, & NPL Meetings Attended Totals: DGC =13, FB = 0, NPL = 0, Other= 7

#### **January**

- 1. Western Navajo Agency Grazing Meeting via Zoom 1/17/2023
- 2. Mediation Lechee Chapter 1/27/2023
- 3. Meeting with Navajo Nation Parks & Recreation re: RMU 518 1/27/2023

#### **February**

- 1. District 4 DGC Meeting @ Pinon BIA 2/1/2023
- 2. District 1 DGC Meeting via Zoom 2/2/2023
- 3. District 5 DGC Meeting @ Birdsprings Chapter 2/3/2023
- 4. District 3 DGC Meeting @ Bodaway Gap Chapter 2/7/2023
- 5. District 8 DGC Meeting @ Chilchinbeto Chapter 2/10/2023
- 6. District 2 DGC Meeting @ Naatsiisaan Chapter 2/14/2023

- 7. Western Navajo Agency Grazing Meeting via Zoom 2/21/2023
- 8. Mediation meeting @ Lechee 2/24/2023

#### March

- 1. District 5 DGC Meeting @ Birdsprings Chapter 3/6/2023
- 2. District 3 DGC Meeting @ Coalmine Chapter 3/7/2023
- 3. District 1 DGC Meeting via Zoom 3/8/2023
- 4. District 8 DGC Meeting @ Oljato 3/10/2023
- 5. Western Navajo Grazing Committee Meeting @ BIA WNA 3/20/2023

#### Other meetings

- 1. 10/24/22 RDC Work session NNDA/CKP AIF update
- 2. Tonaneesdizi Chapter Planning and Zoning Meetings
- 3. Shonto Chapter Local Governance Leadership meeting
- 4. Cameron Chapter CLUPC meetings

## **Horse Management**

- 1. District 5, 17, 18, 14 Meetings
- 2. NPL Meetings
- 3. RDC & BFC Meetings
- 4. Eastern Land Board Meetings
- 5. Equine Reward Program

#### Range & Farm Management - Northern Agency

Attended all Northern Agency District Grazing Meetings (12) and San Juan River Farm Board Meetings (5) to provide updates and Navajo Nation policy/regulation guidance. A constant communication with Northern Agency elected officials and clients through emails, phone calls and office visits on Navajo Grazing Regulations.

#### Recommendations

#### Range & Farm Management - Northern Agency

1. Better Communication

- 2. Establish Data Base Information Sharing
- 3. Improve Inventory Data Management
- 4. Enforce and Support Navajo Nation Laws and Regulations

# Department of Agriculture Navajo Veterinary & Livestock Program

The Navajo Nation Veterinary and Livestock Program was combined and established as a branch of the Department of Agriculture, Division of Natural Resource Veterinary Management is to provide heard health work disease diagnostics, serve as the lead agency in surveillance and response of equine, livestock, small animal and wildlife diseases within Navajo Nation, cooperate with Federal & State Veterinarians, conduct chapter based and other extension education using the mobile unit, provide & maintain a learning environment for veterinary students, promote the health and welfare of animals and provide assistance to other DNR program.

Goal Statement	Program Performance Measure/Objective
To conduct disease surveillance investigations on animals within the Navajo Nation.	Number of samples collected for testing on both small and large animals.
Educate public on over population issues RE: Public Safety/Health/Diseases.	Number of outreach activities provided to the Navajo Nation Communities/Chapters/Schools/etc.
To perform spay and neuter surgeries to combat small animal over population.	Number of spay and neuter surgeries completed on small animals.
Provide vaccinations for small and large animals to reduce disease transmission.	Number of vaccinations administered for small and large animals.
NN Operation Puppy Rescue activities to address the over population of small animals.	Number of small animals fostered/adopted/transferred off the reservation

# Department of Agriculture District Grazing Committee

Plan, develop coordinate, manage and implement all programs, policies and regulations designed to conserve, protect, regulate, develop and manage Navajo range land, livestock and agricultural resources. Pursuant to tribal laws, provide agricultural extension education services to all production, agriculture and range management establish guidelines for conservation of soil and water resources, etc.

Goal Statement	Program Performance Measure/Objective
Each(4) agency will implement ten removal activities (round up, entrapment, POW, damage livestock, etc.) with four agencies. (40) per quarter.	Each Agencies (4) shall assist in ten activities per quarter to remove excessive/authorized livestock with their agency.

At each district meeting (16/mo.) the District Grazing Committee will address grazing compliance through follow-up of violation notice Livestock Inventory Receipt – (16) districts.	Manage Grazing Violations by ensuring permittees comply with permitted Sheep Unit according to grazing permits.
At District meetings, DGC will identify grazing permits that require management for (1) probate; (2) transfer; (3) cancellation; (4) adjustment (5) refer to Office of Hearing & Appeals; (6) disputes, 2/month, 96 per quarter.	Manage Grazing Permit, follow mediation process, DGC will address grazing issues among permittees.
At each agency meeting, the DGC will address organizational issues at agency mtgs. (Std. policy/procedures, Inter-district matters, range mgmt projects, etc.	Manage organizational issues – standardize policy/procedures, inter district matters, range management projects. Res. support.
DGC (78 TTL DGC) will provide community education/trng. Educate and conduct trainings on the NNC Title III, 25 CFR, fencing rules/regulations/LUP info. to public.	At the permittee meeting will provide information from DGC manual, NNC Title III, 25 CFR, etc. to the public.

# Department of Agriculture Eastern Navajo Agency Districts/Joint Land Boards

Plan, develop, coordinate, manage and implement all programs, policies and regulations to conserve, protect, regulate, develop and manage Navajo range land, livestock and agricultural resources. Pursuant to tribal laws, provided agricultural extension education services to all production, agriculture and range management Establish guidelines for conservation of soil and water resources, etc.

Goal Statement	Program Performance Measure/Objective
The Eastern Navajo Land Board members shall complete 33 educational range and livestock management seminars per month.	Assist grazing permittees with the proper grazing regulations, policies and laws.
Issue resolutions, or official letters of recommendations & mediation agreements and documents in monthly meeting minutes.	Per the mediation authority, ENLB district shall address six grazing disputes/transfer of grazing permits, & permit recommendation.
Conduct livestock tally counts of 1,370 grazing permittees within four grazing districts and other livestock belonging to non-permittees & issue violation.	ENLB members shall ensure permittees comply with the animal unit specified in the Grazing Permit.
ENLB will implement (12) voluntary removal/entrapments/roundups to remove excess and unauthorized livestock and equine.	The ENLB will initiate and conduct the removal of excess and unauthorized livestock and equine in Eastern Agency.
ENLB shall determine and provide Range Management Unit recommendations to the BIA (1 per District per month).	ENLB will assist & provide guidance to grazing permittees to improve range management, working with technical agencies to complete conservation measures.

# Department of Agriculture Navajo Nation Farm Boards

Plan, develop, coordinate, manage and implement all programs, policies and regulations to conserve, protect, regulate, develop and manage Navajo range land, livestock and agricultural resources, pursuant to tribal laws, provided agricultural extension education services to all production, agriculture and range management establish guidelines for conservation of soil and water resources, etc.

Goal Statement	Program Performance Measure/Objective
Each thirteen Farm Board (13) will complete (2) Land Use Permit (LUP) conservation plans per quarter or 104 for the year.	Conservation Plan.
Each (13) Farm Board will provide education/training at three meeting per quarter or 156 for the year.	Farm outreach.
30% – 70% of the 43 members will submit 2 crop reports per year to NN Dept. of Agriculture for submittal to Resources & Dev. comm. & DNR.	Crop Report.
Each Farm Board (13) will complete two farm improvement projects per quarter for a total of 104 per year.	Farm Improvement.
Each(13) Farm Board will address two LUP issues per quarter for a total of 104 per year.	Address Land Use Permit Issues.

# Department of Agriculture Tribal Ranches

Plan, develop, coordinate, integrated, manage and implement all programs, policies and regulations designed to conserve, protect, regulate, develop and manage Navajo range land, livestock and agricultural resources, pursuant to tribal laws, provided agricultural extension education services to all production, agriculture and range management guidelines for conservation of soil and water resources, etc.

Goal Statement	Program Performance Measure/Objective
Review/monitor six ranch lease agreements per quarter, including range utilization, and needed infrastructure improvements.	Implement/monitor ranch lease compliance, including tax assessment/lease building structure, range forage assessments & inventories.
Expand Bull herd and leasing opportunities, identify heifer replacements and develop incentives to enhance beef genetics for Navajo ranch lessees and producers, including the development of bull sales.	Implement Bull Leasing and Heifer Replacement Programs.
Collaborate development uses & opportunities with ranch lessees, DNR departments, USDA/NRCS, AZ Game and Fish Dept., and potential users, at two development phase per quarter.	Expand (1) Boquillas and other ranches strategic Range Management Plan for future infrastructure development and construction opportunities.

Coordinate, construct, maintenance and repair services at 4 windmills per quarter with the Dept. of Water Resources and seek funding for improvements to enhance forage utilization and water conservation thru education of windmill.	Implement construction, maintenance & repair services for windmills on ranches.
Improve ranches infrastructure and pastures on tribal ranches and potential ranch purchases with DNR department, NAPI and other parties to mitigate drought impacts, burned area recovery plans, NPL, McCracken Mesa, etc.	Identify, establish and utilize alternative pastures and ranches for Navajo ranch lessees and producers.

# Navajo Land Department

The Navajo Land Department shall ensure that development of all Navajo Nation land are consistent with Navajo Nation and Federal Law. The Navajo Land Department shall also receive, review and take appropriate action on all proposed development activities, and related activities that affect the Navajo Nation. The Navajo Land Department shall plan, manage, and supervise all activities and programs relating to the acquisition and optimum use of real property held by or for the Navajo Nation.

VISION STATEMENT "Administer, Acquire, Record, Value and Preserve Our Sacred Navajo Lands (Dine Bi Kéyah)".

MISSION STATEMENT: "To provide quality customer service by utilizing, technology, legal authority, cultural awareness, and continuous education, to insure proper optimum use of real property for all to benefit."

Goal Statement	Program Performance Measure/Objective
Provide and disseminate Homesite lease application to tribal members.	Complete two hundred and fifty clients per quarter.
Public outreach/educate public on Homesite Lease Policy/Presentation.	Conduct five presentations to chapters/general public/other entities per quarter.
Provide direct services for HSL (finalize, amend, assignments) for clients-all NLD agencies.	Process and approval seventy-five Homesite Lease packets per quarter.
Finalize Homesite Lease Packet for NLD Directors Signature.	Process and approved seventy-five Homesite Lease packets per quarter.

# ${\it Major\, Accomplishments}$

1. Completed the Homesite Uploader Process on the Navajo Nation System, running tests with NLD Staff & GLDD Staff.

- 2. Plotted all livable structures within St. Michaels, Kinlichee, Pinon, Forest Lake, Black Mesa, Whipoorwill, Tachee/Blue Gap, Low Mountain, Fort Defiance.
- 3. Was able to hire two key positions that were vacant for 8+ months with NLTDS. GIS Analyst, and Shiprock Agency Computer Operator. GIS/NLTDS staff is 7 of 9 positions filled.
- 4. We have begun plotting Fort Defiance Agency homesites that have not been plotted on our database. Starting with District 7 Dilkon, then onto Indian Wells, Jeddito, Teesto, Low Mountain, and Whitecone.

## Challenges

- Contracts for services through DOJ and NNOOC. We must resubmit no less than 3-4 times for justifications and approval.
- 2. Hazard Pay that still has not been granted to staff during the pandemic.
- 3. Lack of applicants for vacant positions, possibly assessments from DPM.
- 4. Processing of PAF's is a month or more until signed off on by HR Director. We have lost a few that were hired but the wait took too long and they accepted another job outside of the Navajo Nation.
- 5. Lack of GIS Data from Navajo Nation Entities: NTUA utilities need to be updated to present, NDOT roads need to update to Operator status. AML/UMTRA Uranium mines locations and safe zones for homesite locations, BIA – Grazing Units and permit locations
- 6. BRCF Fish and Wildlife communication is lacking for updates and processing.
- 7. EA GLDD is communication is lacking for updates and processing.
- 8. Grazing Disputes with Home Site Leases. Grazing Officials unavailable, conflicts of interests, etc. Department Manager unavailable, no response, etc.

## Key Meetings

- 1. Met with Navajo EPA Superfund, USEPA to collaborate on data for UMTRA Uranium Locations for home site lease applications to verify in high to low sensitivity areas.
- 2. Meetings with NGS/NOAA on the Navajo Nation Coordinate System strictly for the Navajo Nation.
- 3. Meetings with Chapters and CLUPC with our GIS Section will be happening this year.
- 4. Met with US Attorney Office NM for FBI Land Status Verifications throughout NM Navajo
- 5. NNOOC on using the Navajo Nation System for their 164 Review Processes
- 6. Real Estate Department preparing a project to house their data on the Navajo Nation System

#### Recommendations

- Having DNR do their own assessments with applicants from DPM.
- 2. Fix the process with Navajo Nation P-Card the 12-hour issue and per diem for meals.
- 3. P-Card Operations Cards process clearer on usage and proper process. We get different information from P-Card and Supervisors on how to proceed and use.
- 4. NNOOC names listed on the directory with emails and phones not on do not disturb.

# Land Acquisition Trust Fund

Navajo Council Resolution CAU-44-16: The Navajo Land Policy on Acquisition of Land Title 16, 1-8; Land Acquisition Trust Fund, 16 N.N.C.; and RDCO-78-16 The Navajo Land Acquisition Rules and Regulations.

Goal Statement	Program Performance Measure/Objective
Review and respond to all land offers and/or transactions for the Navajo Nation.	Review and respond to twelve land offers/transactions (3 per quarter).
Perform field assessments, group tours, inventories and/or inspections.	Perform twelve land assessments, tours, inventories, and/or inspections.
Complete due diligences on all approved proposed acquisitions and/or land projects.	Compete eight due diligence reports (appraisal, Phase I ESA, surveys,contracts, etc.)
Pay property taxes for all Navajo Nation fee lands handled under the NLD.	Process twelve requests for direct payments to the designated counties.
Review and organize title records in storage boxes.	Review and organize fifty boxes of title records (10 per quarter).

# Navajo Title Plant System

The Navajo Nation Department shall ensure that development of all Navajo Nation Land are consistent with the Navajo Nation and Federal Law. The Navajo Land Department shall also receive, review and take appropriate action on all proposed development activities, and related activities that affect the Navajo Nation. The Land Department shall plan, manage, and supervise all activities relating to the acquisition and optimum use of real property held by or for the Navajo Nation. VISION STATEMENT: "Administer, Acquire, Record, Value and Preserve Our Sacred Navajo Lands (Dine Bi Kéyah)". MISSION STATEMENT: "To provide quality customer service by utilizing technology, legal authority, cultural awareness, and continuous education, to insure proper optimum use of real property for all to benefit".

Goal Statement	Program Performance Measure/Objective
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Develop land withdrawal plotting within Navajo Nation on the NLTDS database ArcGIS.	Plot land withdrawals of 1-2 per quarter – Land withdrawal plots per quarter.
Process land status or GIS map to the public/other entities per quarter.	Produce 35 maps per quarter.
Navajo Land Title Data Management System to record leases, etc.	Upload and Record homesite leases, etc.
Process Land Status verifications for FBI, NNCI, and other Public Safety entities.	Produce 25 maps per quarter.
Re-Develop the Land Status Base Map with additional add-ons.	Re-Develop each land status type per quarter with any additional; research and updates.

# Navajo Forestry Department

The Navajo Forestry Department is authorized to develop and recommend policies, rules, regulations, and management plans governing the multiple-use and sustained yield of the Navajo Nation forest and woodlands in the best interest of the Navajo Nation.

Goal Statement	Program Performance Measure/Objective
Ensure the Navajo NationÕs participation in approved Carbon Marketing Development Agreement *(CDMA).	Work with consultant to determine Carbon Offset determination for CDMA.
To ensure the Navajo Nation Forestlands IRMPÕs meets NEPA Protocal.	Work with NEPA consultant to ensure Environmental Assessment is completed.
To keep the Administration is apprised of Navajo Nation forest activities.	Monthly/Quarterly reports, containing pertinent information will be submitted.
Ensure forest products are harvested safely and correctly.	Conduct daily patrols to deter forest/resource loss due to trespass & other violations.
Ensure the public has access to forest products.	Will be done by issuing permits from Forestry and approved permitting offices.

# ${\it Major\, Accomplishments}$

- Processed and donated 238 loads of firewood to 238 elders during this winter season. Wood
  was processed and loaded by Department staff; due to snow weather conditions and other
  field projects being placed on hold.
- 2. Issued 2,516 forest product permits from the Navajo Forestry Department office, of which 540 NO-FEE permits were issued to Senior Citizens, 1,099 were issued for personal use and 877 were issued for resale. This total number of permits issued is equivalent to approximately 15,789 loads of firewood that is harvested and utilized.

## Challenges

## Bureau of Indian Affairs, Navajo Region Office (BIA-NRO) - Carbon Offset

BIA continues to make requests for clarification regarding the Carbon Offset initiative, which results in delaying the delivery of the supporting letter of determination, which will allow the Navajo Nation to participate in the Carbon revenue generating program. Although Navajo Nation President Buu Nygren notified the Department of the Interior Secretary Deb Haaland of this concern, the BIA-NRO, to date, has not provided the letter of determination. With no letter of determination, the Nation's Carbon Offset project cannot be registered and the Navajo Nation may lose potential revenue.

The Navajo Forestry Department's PL 93-638 contract renewal request was partially declined by the BIA-NRO. This partial declination removes over 71% of Tribal Priority Allocation (TPA) funds from the contract and the Navajo Nation, which the BIA-NRO has indicated they will retain to provide services to the Nation.

## The Budget

- FY2023 General Funds: Q1 Balance \$167,293.98
- FY2023 General Funds: Q2 Balance \$116,062.76
- Reduction in balance due to personnel expenditures and operating supply purchases
- CY2018-CY2022 External Funds: Q1 Balance \$2,257,795.82
- CY2018-CY2022 External Funds: Q2 Balance \$1,848,068.66
- Reduction in balance due to personnel and operation expenditures, such as operating/office supply purchases, fuel purchases, etc.
- These funds are located in a total of 26 separate accounts, of which five (5) are identified as Tribal Priority Allocation (TPA) funds; 18 are identified as One-Time funds; and three (3) are Indirect Cost funds, which the Department has no control over expenditure of the funds.
- External Funds CY2023: Q1 Balance \$0
- External Funds CY2023: Q2 Balance \$0
- Balance is unavailable due to partial declination of the Department's external fund contract with the BIA, NRO. Partial funding, in the amount of \$216,824, was budgeted for; however, this amount is yet to be approved and accepted by the BIA, NRO and the Navajo Nation.

## Key Meetings

- 1. The Navajo Forestry Department is in discussions with the BIA, NRO, Eastern Agency and the Branch of Wildland Fire and Aviation Management, on how address the large areas of "bug kill" trees in the Smith Lake and Mariano Lake areas.
- 2. Several potential treatment alternatives have been discussed; however, the major obstacle is the allotted and checkerboard land status situation.
- 3. The Department has participated in virtual meetings regarding the Forest Carbon Offsets, with members of the Navajo Nation, the consultant and BIA, NRO. Discussions have focused on when the BIA, NRO will provide its letter of determination. With no definite response provided by BIA, NRO, the meetings end shortly thereafter.
- 4. The Department has been participating in virtual meetings with the FWDA Trustee Council to discuss potential settlement activity on the Fort Wingate Army Depot. One project that has been proposed is a pinyon-juniper restoration thinning project. An area for this activity is still yet to be determined and funded. Once the area has been selected and funding provided, the Department will be conducting the activity.

#### Recommendations

- 1. The Department is waiting for the Navajo Nation Office of the Controller to perform a First In, First Out (FIFO) on prior years TPA external fund K accounts, into the 2022 external fund K account. Current full-time staff are funded to May 5; therefore, we consider this request a priority.
- 2. The Department recommends that all One-Time funding be moved into one external fund K account, to allow for continued operations and funding for personnel after May 5.
- 3. These actions will allow the Department to keep full-time external funded staff employed, due to the partial declination for the CY2023 PL 93-638 contract of over 71% of TPA funds. This request is also considered a priority.

# Heritage & Historic Preservation Department

Navajo Nation Heritage and Historic Preservation Department will be responsible for protecting, preserving and managing the Navajo culture, historic and archaeological resources on Navajo land and on lands which Navajo people have a historical or traditional interest. To support the overall mission of Heritage and Historic Preservation Department by identifying and protecting NN historic and cultural resources pursuant to tribal and federal laws, regulations and policies. To serve as the Navajo Nation's lead agent on all historic and cultural resource management concerns authorized under Tribal Council Resolution to perform cultural resources and

environmental inventories, monitoring, testing and excavation in order to comply with tribal and federal laws and regulations.

Goal Statement	Program Performance Measure/Objective
Manage staff, resources & oversee projects to provide direct cultural resources services.	Complete clearance compliance reviews for Section 106 undertakings per quarter.
To ensure proper management of Navajo Nation Cultural Resources.	Provide technical assistance and consultation: 250 times per quarter to departments, agencies, and sponsors.
Develop a comprehensive records management system to expedite services.	Update & digitize data entry, and map 75-100 survey sites per quarter.
Edit/add permit package by end of 1st quarter: DOJ, 164 Executive Review by 2nd qtr, and Implement by 3rd quarter.	Update, revise and implement Field Manual, report standards & permit fees to protect cultural resources.
Educate the public through outreach of schools/chapters/conferences (tribal/non-tribal entities).	Provide outreach activities/presentations to educate the public & solicit public opinion on NNHHPD.

## Major Accomplishments

- 1. HHPD completed 314 compliance reviews for ground disturbing activities/federal undertakings for infrastructure development such as proposed water lines, power lines, homesite leases, roads, fiber optic, etc., across the Navajo Nation for Indian Health Service, Navajo Tribal Utility Authority, community members, etc. The archaeological surveys for these projects consist of over 4,500 acres of inventoried Navajo lands; Additionally, the Navajo Nation cultural resources inventory permits issue by HHPD collected \$29,015.30 which were deposited in the Navajo Nation General Funds.
- 2. Completed 289 Section 106 technical assistance and consultation regarding Traditional Cultural Places/Sacred Places for tribal departments, federal and state agencies and sponsors who are developing in and outside of the aboriginal land of the Navajo Nation.
- 3. Scanned and uploaded 2,237 documents and maps in HHPD's NihiDatabase which is being developed in order to establish a comprehensive records management system.
- 4. HHPD finally able to get the Bureau of Reclamation (BOR) Glen Canyon Adaptive Management Program (GCAMP) financial assistance agreement approved and implemented. The agreement funds one position for five years, one Colorado River Monitoring Trip per year, and travel/participation in six GCAMP meetings each year. Participation in this program also supports the Navajo Nation's interests in the North and Western borderlands in the management of water, natural, and cultural resources. HHPD has been involved in this activity since 1992.

## Challenges

- 1. Personnel issues: Vacant positions hinder our progress, see below:
  - Reclassification of Position #236230 (Senior Archaeologist to Supervisory Archaeologist),
     General Funds/BIA Contract Funds; PCQ submitted to Personnel Management on
     9/6/22; completed PCQ review 3/8/23; JVA submitted to DPM 3/10/23
  - Reclassification of Position #245193 (Archaeologist to Senior Archaeologist), BOR
     Navajo-Gallup Water Line Supply Project, PCQ submitted to Personnel Management on 7/29/22; completed PCQ review 3/8/23; JVA submitted to DPM 3/10/23
  - Reclassification of Position #244955 No applicants during advertisement; Position was reclassified from Archaeologist to Senior Archaeologist (ARPA funds); Received applicants (pending selection)
  - Reclassification of Position #244566 (BIA Natural Resources) Archaeologist to Senior Archaeologist; Lack of applicants, Received applicants (pending selection)
  - Programs and Projects Specialist (Position #245194) AIF funds; Received 4 applicants; 2
    declined position during interview, 1 non-selected memo issued, selected applicant
    declined position 4/10/23; formal letter will be emailed to non-selected applicant.
- 2. Award notice still pending for Bears Ears National Monument, 164 DOC#019870. The Navajo Nation was awarded \$100,000/year under an agreement which was signed between the Bureau of Land Management, US Forest Service and the five coalition tribes (Navajo Nation, Pueblo of Zuni, the Hopi Tribe, the Ute Tribe of Utah, and the Ute Mountain Tribe). BLM provided \$250,000 of the funds, and unfortunately, we are still waiting for the award notice. The funds will support one full time position (FTE), and Navajo Nation's participation in the Bears Ears Monument planning activities.

## The Budget

See attachment, Excel worksheet

## Key Meetings

1. Several in-person and virtual meetings for the Farmington-Mancos-Gallup Resources Management Plan Amendment (RMPA) for mineral development in the general vicinity of Chaco Culture National Historical Park. The Navajo Nation is participating in the development of the Environmental Impact Statement for the RMPA. In addition to the RMPA, the HHPD is signatory for the cultural resources/Section 106 Programmatic Agreement for the RMPA. Over 20 Navajo Nation Chapters, many southwest Indian Tribes,

several non-governmental organizations, and numerous federal, state and local agencies are participating in the EIS, RMPA, and the PA.

- FMG-RMPA PA meeting
- Date: March 6-7, 2023, San Juan College, Farmington, NM.
- 2. In addition to the RMPA process, the Secretary of the Interior has proposed a 10-mile buffer zone around Chaco national park that will withdraw mineral development on federal lands for 20 years.
  - 25th Navajo Nation Council Townhall at Nageezi Chapter with Navajo Allottees regarding the buffer zone. The allottees present overwhelming rejected the proposed buffer zone.
  - Date: January 20, 2023, Nageezi Chapter.
- 3. The Quarterly Bears Ears Commission (BEC), and the Bears Ears Inter-Tribal Coalition (BEITC) quarterly meetings were held in Salt Lake City, which included a meeting with the Utah Governor's Office. Deputy Governor Deidra Henderson attended the meeting with the Tribes. Navajo Nation Council Delegate Yanito is the official Navajo representative for the BEC, and Davina Smith is the Navajo representative to the BEITC, and both attended the meetings. The BEC and BETIC will continue to work with the State of Utah on the several issues including the establishment of a visitors' center-State of Utah allocated \$250K for planning funds for the center.
  - BEC-BEITC meeting quarterly meeting and meeting with the State of Utah
  - Date: February 27-28, 2023, Salt Lake City, Utah.

# Fish & Wildlife Department

Resolution Number RDCO-79-16: To conserve, protect, enhance and restore fish, wildlife, plants, and their habitat, through aggressive programs for the spiritual, cultural and material benefit present and future generations; operate and maintain Zoological and Botanical Park; enforce animal control laws and regulations and provide animal control services within the Navajo Nation.

Goal Statement	Program Performance Measure/Objective
To provide big game hunting opportunities to the Navajo People and the general public.	To issue 2,200 big game hunt permits in the FY 2023.
Number of fishing/small game permits issued.	To issue 5,500 permits in FY 2023 & monitor revenue generating and provide a recreational opportunities to the general public.
Number of public education projects completed.	To conduct 75 public education projects in FY 2023 and to educate the general public on fish & wildlife management and its importance to the Navajo Nation.

Number of wildlife damage complaints investigated/resolved.	To investigate seventy-six wildlife damage complaints by 9/30/2023 and provide/recommend remedies to resolve/mitigate damage caused by wildlife.
Number of hunt harvest forms completed.	Complete 150 BG game harvest forms. (Seasonal) & collect biological data from harvested wildlife that is used to set harvest limitations in the future.

## Major Accomplishments

The Animal Control Program completed and submitted funding requests for the construction of animal shelters in Crownpoint, NM and Tuba City, AZ to Senator Mark Kelly's (AZ) office and Congresswoman Teresa Leger Fernández's (NM) office. These requests were submitted for funding consideration as community earmark funding requests.

A Memorandum of Understanding between the Department of Fish and Wildlife (DFWL) and the Arizona Game and Fish Department (AZGFD) was approved by the Navajo Nation Council. The revised MOU calls for increased communication and coordination with AZGFD and facilitates training for DFWL personnel.

The Naabik'íyáti' Committee of Navajo Nation Council approved \$3,000,015 from BIA to complete a modernization project of the Navajo Nation Fish Hatchery in Toadlena, NM. Navajo Nation President Nygren approved the funding package and the package has been submitted to the BIA. Sixty percent (60%) of the design and engineering of the new facility was completed on March 31.

Department personnel attended and participated in the Wild Sheep Foundation Annual Convention in Reno, Nevada and the Grand Slam Convention in Las Vegas, Nevada and sold 2 bighorn sheep hunting permits at the Wild Sheep Foundation Convention for \$62,500 and \$85,000 and another permit at the Grand Slam Convention for \$57,500.

The Department received Year 3 funding from the Agriculture Infrastructure Fund for Water Conservation, Woodlands Management, Climate Change, Native Seed/Land Restoration, and the Colorado Ranch Enterprise. A total of \$1,200,000 in funding was allocated for these projects.

The Climate Change program is collaborating with New Mexico State University (NMSU) in the installation of 19 weather stations at locations in New Mexico. The stations will be collecting real-time weather and precipitation data to monitor the mega drought the Navajo Nation is currently experiencing. A total of 15 sites were selected and include sites on DFWL and Water Resource facilities, 8-chapter compounds and 1 school.

Wildlife Law Enforcement personnel and Animal Control personnel assisted in the weather emergency in the Pinon/Black Mesa area as well as the Navajo Mountain/Kayenta area. Personnel assisted the Emergency Management Department/Emergency Operations Center by accessing remote locations to check on the welfare of the Navajo people residing in these remote locations.

Natural Heritage Program personnel began Golden Eagle surveys across collection area where Hopi tribal members collect eaglets in the southern and western areas of the Navajo Nation. Approximately 75% of the eagle collection area has been surveyed. The data collected from these surveys will be provided to natural resource law enforcement personnel for use during their monitoring of collection activity in May 2023.

Natural Heritage Program personnel completed a Request for Proposals (RFP) to solicit a consultant to develop a design and construct a new seed bank and greenhouse facility at the Navajo Nation Zoo. This facility will serve as a permanent location for the Diné Native Plants Program operations and will house staff to process and store seed collections, grow native plants for land restoration projects and host community workshops for the public on traditional and contemporary uses of native plants. The RFP was advertised in the Navajo Times in early March and a contractor will be selected in mid-April. Construction is expected to be completed by the end 2023.

The Diné Native Plants Program staff provided a tour of the seed warehouse and greenhouse in Fort Defiance for Vice President Richelle Montoya. Vice President Montoya was engaged in the tour and asked very insightful questions about the Program's mission and projects. Personnel provided information on administrative/funding issues currently facing the Program.

The Animal Control Program hosted a swearing in ceremony for Animal Control Officer's (ACO) who are vested with responsibility for enforcing 13NNC, the Animal Control laws of the Navajo. Nation. A total of 7 ACO's were issued new badges and took the Animal Control Oath of Office that was administered by Navajo Nation Judge Robert Yazzie.

## Challenges

The Department is monitoring the Navajo Nation's desert bighorn sheep herds along the San Juan River and Lake Powell for a bacterial pathogen called M. ovi that causes pneumonia. Pneumonia increases morbidity in adult sheep and high mortality among lambs. For 6 years NNDFW has regularly tested herds and determined that all 3 herds are now infected with several strains of M. ovi. Since the introduction of the disease into Navajo bighorn herds, 2 of the 3 populations have drastically declined in population numbers. Testing is critical to monitor

disease spread and severity among herds. In the 2nd Quarter, NNDFW completed another capture and testing event and are awaiting results from the diagnostic lab.

The Department is implementing an automated big game hunt application system for the 2023/2024 big game hunt season. The automated system is being developed by the Arizona Game and Fish Department and will require all hunters to apply for Navajo Nation big game hunts online; no more paper applications will be accepted. The annual fall big game hunt proclamation was approved and includes all fall hunts. Therefore, electronic hunt applications will be accepted beginning May 01, 2023. The electronic system will eliminate the need for manual screening and processing of paper applications and will eliminate the need for hunt refunds for those hunters not drawn for hunt permits. These two tasks are extremely time consuming in the paper application process. This will be a challenge to all hunters as they will have to learn the system and learn how to apply using the electronic system. The Department anticipates an onset of complaints from the general public regarding the system and the change in the application process. Staff are being trained in using the system so they can assist those that experience difficulties. Staff are also making themselves available to provide user training throughout the Navajo Nation as needed.

Some high mileage fleet vehicles need replacement but the Fleet Management Department has informed the Department they are not replacing any vehicles in FY 2023. These high mileage vehicles are hindering operations as they are breaking down and are constantly in the shop. Additionally, newly hired Animal Control Officers are not receiving new vehicles because Fleet Management advised so. So, these new Officers are either doubling up on patrols and service calls or they are grounded at the shelters. Additional funding from FY 2022 is not being used effectively as new and extra personnel are being employed but there are no extra vehicles for these new hires.

The Department has been reviewing grazing permit requests for biological compliance documentation. The Department is challenged with finding an equal balance between protecting the Navajo Nation's vegetation and meeting the needs of permit holders. Most grazing areas lack sufficient vegetation to productively raise livestock and there is a lack of law enforcement to monitor and regulate grazing on the Navajo Nation. Additionally, there is a need to monitor biological resources on rangeland but funding support for biological surveys is non-existent. The Department has issued grazing permits in accordance to BIA's conservation plans and vegetation production on the rangelands are too low to support large numbers of livestock. Complicating this is the over-population of feral horses on the landscape and reduction efforts to control their numbers is nonexistent. But they are consuming significant amounts of vegetation and water. Therefore, the Department is recommending low animal numbers on grazing permits, which permittees are refusing to accept the reduction of animal numbers on their grazing permits.

The Navajo Nation Zoo Zoologist spent most of the first two quarters meeting with the Purchasing Department of Navajo Nation OOC, trying to figure out all the ins-and-outs of their new policies. As it seems, the Purchasing Department has decided to restrict Operations Purchase Card usage to the extreme, such that normal purchasing for the Zoo program has become severely hindered. This is because much of the supplies used by the Zoo are sold by online companies who do not take purchase orders or have some other restrictions associated with their purchase. Two local vendors do not take Blanket Orders because the Navajo Nation is way behind on payments. The Purchasing Department has been less than helpful in this whole mess; however, the Zoologist is working toward getting things sorted out regarding this matter.

The Navajo Nation Zoo has limited funds for the remainder of the FY from its initial allocation. At the end of the second quarter, the Zoo will evaluate its financial situation but will likely need to use landscaping funds allocated from the previous administration (\$150,000) for operating for the remainder of the FY. Even though our normal allocation was about the same, the Zoo lost approximately \$10,000 in operating from a budgeting mistake from DNR's initial allocation, and there were severe increases in Fringe Benefit costs, increases in animal feeding and operating supplies costs this year.

Currently the Department of Fish and Wildlife's Wildlife Law Enforcement Officers can only address wildlife crimes. Any violation that does not address a wildlife issue cannot be enforced with the current law enforcement commission a Wildlife Conservation Officer (WCO) carries. WLE has been waiting on approval of an agreement between Navajo Nation Division Public Safety and the Division of Natural Resources. This agreement would allow WCOs to receive a Public Safety Commission and would allow WCO's to address other crimes specified in Navajo Nation Code, Title 17.

#### Recommendations

The Recovering America's Wildlife Act (RAWA)was introduced into the United States Senate as Senate Bill S1149. The Navajo Nation has a very strong voice in Washington, D.C. and the Nation needs to advocate for the passage of this bill in both the Senate and House of Representatives. The bill, if passed, bring \$97.5 million to tribes in the United States for wildlife conservation on tribal lands. The funding is base funding for capacity building; not one-time project funding. The Department has been advocating for support of this bill in the last Congress but the bill failed to be introduced to the full Congress before it ended in December 2022. The Department recommends including RAWA in the Navajo Nation's legislative priorities for 2023.

# Fish & Wildlife Animal Control Program

Resolution Number RDCO-79-16: The purpose of the Animal Control Program is to enforce the animal control laws established by the Navajo Nation Council, to protect the health, safety and property of people and animals, address responsible pet ownership, over population, disease and neglect of animals through education, promote foster programs, spay and neuter clinics and animal adoption programs through the public, other agencies and organizations in the spirit of cooperation and for the benefit of present and future generations.

Goal Statement	Program Performance Measure/Objective
To impound and dispose of animals, reducing the number of free roaming dogs/cats.	Number of animals impounded and disposed of.
To have socially adoptable animals removed from the Navajo Nation by Animal Rescue Organizations.	Number of animals adopted off the Navajo Nation.
To conduct community enforcement sweeps and surrender days, reducing the number of free roaming animals.	Number of community enforcement sweeps and surrender days conducted.
To investigate human bite cases, livestock/dog conflict cases, file with the courts & seek restitution.	Number of bite cases, livestock damage cases, citations issued and cases filed with the courts.
To provide humane education on responsible pet ownership and animal control laws to promote safe & healthy communities.	Number of public education contacts made through direct services & presentations in the community.

# Fish & Wildlife Navajo Nation Zoological and Botanical Park

The purpose of the Navajo Nation Zoo is to provide a quality exhibition of native plant and animal species that will foster the understanding, appreciation, knowledge, and respect of plants and animals that inhabit the Navajo Nation and the Southwest.

Goal Statement	Program Performance Measure/Objective
To provide a free access Zoo for the Navajo People and count visitors monthly.	Issue monthly visitor log reports.
To provide expanded customer services on federal and tribal holidays.	Open Zoo to visitors on holidays (2 per quarter, except in winter when visitation is too low).
Provide expanded health services for Zoo animals.	Provide environmental enrichment for animals on quarterly basis (240 per quarter).
To educate local youth about native wildlife and the Navajo Nation Zoo.	Allow school groups to tour Zoo & for staff to conduct off-site events and presentations.
To provide services for the cultural needs of the Navajo People.	Document the number of eagle feathers provided monthly to the Navajo People.

## Fish & Wildlife Colorado Ranch

Resolution Number: RDCO-79-16: Is for use by the Department of Fish and Wildlife in carrying out its mandated responsibilities to manage, conserve and protect fish, wildlife, agricultural products and plant resources and their habitats on lands owned in Colorado. Fund Management Plan: BFJA-02-18.

Goal Statement	Program Performance Measure/Objective
Herd Health and Production Performance.	Lease 16 Simangus Bulls.
Supplemental Feeding, range cubes & mineral program for livestock.	Purchase 6 tons range cubes and 1 ton of minerals.
Infrastructure Improvements.	Install security gate at ranch entrance.
Agricultural and Land Improvements.	Plant 110 acres of new fields, upgrade to wells and install culverts.

# Department of Resource Enforcement

The purpose of the Department of Resource Enforcement is to protect and preserve the natural and cultural resources and to safeguard the livestock property of the Navajo people in accordance with the mandated laws and regulations of the Navajo Nation.

Goal Statement	Program Performance Measure/Objective
To protect natural resources and livestock property through enforcement of the Navajo Nation Laws.	Investigation, citations, arrests for natural and non- natural resource violations.
Navajo Nation regulatory permit checks.	Navajo Nation regulatory permits verification.
Safeguard the Navajo cultural and natural resources through patrols and law enforcement presence.	Systematic patrols, checks on natural resource areas and sites.
To provide preventative information and conduct educational presentations at the community level.	Presentations and prevention information shared with the public.
Provide general and technical assistance; and provide assistance with emergency operations.	Assistance provided to local departments, chapters, organizations and the public.

# Major Accomplishments

**Regulatory permit check:** During the winter months, Navajo residence start hauling wood for their homes to keep them warm for the winter months. Some would sale loads of wood to people who cannot haul wood. To harvest and haul wood a Navajo Forestry permit is required.

Central District Rangers checked a total of 72 Navajo Forestry permits. The permits checked are 6 personal use firewood and 66 firewood resale permits.

**Right of way removals**: Central District Rangers while on daily patrols encounter livestock and equine roaming or grazing in the Right of Ways of roadways. The Rangers will remove livestock and equine from the Right of way in regards to motorist and livestock or equine safety. Central District Rangers have encounter 30 incidents of livestock and equine being within the Right of Ways. Rangers have removed 44 horses and 27 cattle from within the Right of Ways.

Dogs killing livestock: Central District Rangers responded to 10 reports of dogs attacking and killing livestock. In most incidents reported the dogs belong to a neighbor or family member. The dogs doing the attacking and killing are usually pitbull and German shepherd crossed-breeds. When the responding Ranger completes his/her investigation and determines the suspected dogs does belong the neighboring residence or family member. The Livestock owner does not want to take any legal action and wants the Ranger to have the dog owners or an Animal Control Officer remove the dog out of the area. In fear their neighbor or family member will retaliate against them. In other instances, the supposed dog owners, would say the dogs do not belong to them and are stray dogs that wondered to their yard and stayed around. In some incidents the dogs causing the attacks are stray wild roaming packs of dogs. This happens when dog owners, realize that keeping a pet becomes to much to handle. Instead of taking the dog to a shelter or giving the dog up for adoption. The owners would dump the dogs off along the back roads.

**Livestock/Equine seizures:** Central District Rangers respond Stray Animals around a resident and Right of Way on highly traveled roadways. Central District Rangers have responded to Stray Animal from residents claiming that horse(s) or cattle are constantly coming to their resident and causing damage to fencing, barns and other property. These Stray Animals are trying to get to a food source or water. Some of the Stray Animals are stallion or bulls. Rangers have responded to 9 requests throughout the central part of the Navajo Nation. Rangers have seized 21 horses and 7 cows; from the 9-requests made by the Navajo people. Central District Ranger had issued citations to the horse or livestock owner. When the owners wanted to claim their livestock or horses back.

**2023 Operation Snowfall:** Department of Resource Enforcement helped Navajo Department of Public Safety and the Navajo Nation Department of Emergency Management with the 2023 Operation Snowfall. Spent a total of 9 days helping. In coordination with each agency, we provided emergency relief for Navajo residents that were greatly affected by the recent snowstorms. We were able to deliver food boxes, cases of water, firewood, pet food including hay. This effort was for families that were not able to get out of high snowfall areas. Sawmill and Crystal communities were heavily affected and required emergency aid. During the operation

Department of Resource Enforcement, used UTV's with snow tracks to deliver needed supplies and conduct wellness checks on high-risk individuals with serious medical conditions. At the guidance of the local CHR workers, delivered medication to individuals that needed their prescriptions refilled. We also conducted road assessments into communities, made recommendations to have roads cleared of snow for residents. Conducted welfare checks on 51 families in 6 Chapters.

- Crystal Chapter: 11 families received food boxes, 1 case of water and roads were cleared of snow.
- Red Lake Chapter: 7 families received food boxes, 1 case of water and roads were clear of snow
- Forest Lake Chapter: 12 families receive food boxes, 1 case of water and one rescue.
- Black Mesa chapter: 5 families receive food boxes, 1 case of water and 2 medications delivered.
- Hard Rock Chapter: 3 families receive food boxes, 1 case of water and 2 medical attentions
- Sawmill Chapter: 13 families receive food boxes, 1 case of water, fire wood and 7 received hay

Ranger Scott has responded to complaint from Leonard Mark. In Ranger Scott's investigation: Leonard Mark said, he received an anonymous letter stating his sister had stolen a black yearling cow. Mr. Mark requested Ranger Scott, to go an interrogate his sister about the stolen cow. Mr. Mark believed that his sister is the one who wrote him the letter. Mr. Mark made the determination by the writing on the envelope and said, his sister writes like that. Ranger Scott got a Criminal Investigator, who specializes in handwriting forensics. The determination was the handwriting did not match his sister's writing. Ranger Scott request Central Dispatch to check the report logs, if Mr. Mark had reported any missing livestock around the time; he claims the cow went missing. There was no missing livestock made by Mr. Mark. Ranger Scott concluded his investigation as unfounded because there is not any information.

New Mexico State Police: Three Rangers from District 2, several staff from the Department of Agriculture, 2 local Grazing Officials and the New Mexico Department of Transportation collaborated in assisting the New Mexico State police on a cleanup of a semi-truck accident hauling 38 adult Holstein cattle, hitting a guardrail, killing 12 cattle. The driver of the semi-truck was transported to the Gallup Indian Medical Center for treatment. The live cattle were unloaded from the semi tractor-trailer and reloaded into 32-foot gooseneck trailers and transported to Cowtown Feed Store in Gallup, New Mexico. The 12 dead cattle were loaded and transported by DRE to Thoreau landfill. The cost for disposing of the dead carcass was covered by the insurance company.

**Navajo Nation Presidential Inauguration:** Three District 2 Rangers assisted the Navajo Public Safety by providing traffic control on Navajo Route 7 and security inside the Window Rock High School gymnasium during the presidential inauguration. After the Inauguration, Rangers will reassign to the window Rock Fairgrounds provide additional security services for the inauguration activities. Though this assignment required long hours of standing and walking, this assignment was a success with no major incidents.

**Search and Rescue:** Two Rangers from District 2 spent several hours assisting in a Search and Rescue Operation searching for missing family members. The missing family members was reported to the local Navajo Police Department and due to the lack of officers, the search was referred back to the family. Sadly, alcohol was involved and the family members were found dead of exposures. After locating the body, the case was referred to Criminal Investigators for further investigation.

**Predator Damage:** This is an ongoing issue that Rangers respond to regarding stray dogs, neighboring dogs or family pets attacking sheep, goats, pigs, and small horses. Majority of these calls are related to stray dogs that were abandoned by their previous owners, who dropped their dogs off in a remote location and these stray dogs attack or kill sheep and goats and occasionally cattle just to survive. In this first quarter of 2023, District 2 Rangers responded to 16 Predator Damage calls. Livestock that died from attacks were 18 sheep, 8 goats, 1 pig, 1 cattle, 1 foal and livestock that were injured from attacks were 7 sheep, 1 goat, 1 cattle all from stray dogs. Seven dogs were owned by neighbors in 1 was a family dog. When Rangers conduct their investigation, it is determined that most livestock owners allow their sheep and goats to graze on their own without supervision and this is when the attacks occur. Few attacks occur overnight when the sheep and goats or pigs are penned up. The other investigations revealed that neighbors, who are close relatives, owned too many dogs that are not secured by kennels or chains. The neighbor often surrenders the dogs without resentment to Rangers and Animal Control Officers because the dogs showed up at their doorstep. One investigation, the family dog attacks their livestock and, in this case, the livestock owner did not own any firearms to dispose of the dog.

**Cruelty to Animals:** Winter has been hard for some livestock and they wander into residential areas and become nuisance. Resident often get tired of chasing these livestock away from the residence using every means of tactics to chase them away, either by ATVs, vehicles, throwing rocks and sticks and even BB or pellet guns. In this first quarter, District 2 Rangers responded to 4 calls from neighbors shooting at livestock or castrating nuisance stallions. Rangers investigated 2 calls related to livestock being shot. The first call was livestock being shot with a BB or a pellet gun, but the investigation revealed that the livestock owner did not have a grazing permit to graze his livestock on the Navajo Nation and the suspect is an elderly and did not own any BB or pellet gun. Livestock owner was advised to keep their livestock corralled and this case was

referred to the local Grazing Official. The second investigation revealed of no indication of no entry wounds from gunshots and the livestock died from natural causes. The livestock owner assumed the neighbor shot their livestock. One investigation was from an anonymous caller related to a nuisance stallion that was castrated and suffering close to the suspect's residence. The investigating Ranger checked the suspect's corral and found no indication of blood and there were no horses around the residence and the surrounding area was checked and no injured horse was in the area. The fourth investigation was related to a horse that was shot. The horse owner lives off reservation and received a call from their neighbor. The horse owner requested the investigating Ranger to check the area to confirm if their horse was shot. The location of this incident was not clear. The neighbor who reported the shooting could not be contact for further information. The investigating Rangers check the general area but did not find any carcasses. This case was closed out with any further investigation.

Livestock Trespass: Most homesites do not have fences to protect the homesites and most grazing areas grazing areas are not fenced and livestock will graze anywhere they find edible vegetation or food. District 2 Rangers responded to 3 calls related to livestock trespass. The first call was related to a pig belonging to a neighbor getting into their dog food, the reporting person later canceled his complaint, due to close relatives. The second investigation revealed that the Complaining Party did not have a fence around his homesite to keep the livestock away from his property. The investigating Ranger, advised a homeowner to notify their local Grazing Official to contact the livestock owner. The investigating Ranger did notify livestock owner to be courteous of their neighbors' property. The case was referred to the local Grazing Official. The third investigation revealed that this case is an ongoing grazing dispute and again referred to the local Grazing Official for settlement.

**Livestock Death:** District 2 Rangers responded to 3 calls to investigate livestock death. The first investigation was related to 12 chickens died from something or someone. The investigation revealed that a small predator, a fox, or badger killed the chickens and was referred to Fish & Wildlife, Predator Control to set up traps to catch the predator. The second call received regarding neighbors burning a horse carcass. Upon arrival to investigate the dead horse, it was revealed that the horse died of natural causes and the neighbors decided to burn the carcass to minimize attraction from predators or stray dogs. The neighbors could not dispose the carcass due to deep snow and muddy condition. The third investigation involved a train hitting and killing a horse. The horse wandered onto the railroad track and an oncoming train hit the horse. The impact from the train left little remains of the horse but photographs were taken and a report was given to the horse owner.

**Property Damage:** District 2 (Eastern) consist of BLM lands, allotted lands, National Park, Fee lands and Private lands. Despite the land status, investigations are still conducted and a

report is generated and given to the Complaining Party for further court prosecution. Land disputes and property damages on Allotment and Fee lands are complicated issues because BIA rarely provide ownership or property boundary information. Some allotted lands are fenced and people who cut wood often cut these fences to harvest their wood for personal or resale purposes. One investigation conducted this quarter was related to a property fence line damage with unknown suspects, however a report was generated for the allottee.

**Livestock Theft:** One case investigated this quarter is related to the livestock theft involving a divorce couple. When the couple file for divorce in court, the husband decided to sell some livestock to a friend and later the wife found out and retrieved the livestock back. The husband's friends requested the livestock be return to him. The investigating Ranger had contacted the husband's friend and advised him that the court decree will have a disposition of the livestock and property. The friend will have to wait until the divorce decree is provided. This case was closed.

**Livestock Seizures:** District 2 Rangers responded to 4 Calls for Services to pick up stray livestock. Three horses and 12 cattle were seized as strays. One of the seizures, the cattle owner retrieved their livestock after paying seizure fees. The horses that were seized were very wild and were sold immediately for safety reasons. The rest of the livestock were held for the required duration under Navajo Nation Title 3 and later sold at a border town auction sale.

**Brand Verifications:** District 2 Rangers responded to 5 calls requesting for brand verification on livestock that were injured or stuck in a cattle guard. Three horses were injured from oncoming vehicles and Navajo Public Safety responded to these calls. Later, Rangers had to humanely disposed these livestock due to their injuries. Two calls were related to livestock stuck in the cattle guard. When Rangers arrived on scene, local livestock owner had already removed the livestock.

**Livestock on the Right-Of-Way:** Around this time a year most vegetation had been grazed and some livestock roam into the Right-Of-Ways to graze where vegetation is abundant. District 2 Rangers responded to 6 calls regarding livestock in the Right-Of-Way. Due to the heavy snow and muddy roads, most of the cattle guard were filled with mud and made it easier for livestock to cross. Rangers communicated and collaborated with local Grazing Officials to remove these livestock off the Right-Of-Ways. This will be an ongoing issue until the cattle guards are cleaned out or vegetation are available away from the Right-Of-Way.

## Challenges

- 1. Regulatory permit check: The challenges of regulatory permit checks, is on traffic stops. Trying to find a safe place to conduct the traffic stop. The vehicle traffic on highways gets too much and every motorist is traveling at a high rate of speed. Some highways do not have a shoulder wide enough to pull off to the side.
- Right of Ways removals: Most challenging part of Right of Way removals is getting the livestock or Equine out of the Right of Ways. A Ranger has to assess the location for safety concerns for the livestock and equine being removed and the motorist accessing the roadway. Set a plan to heard the livestock and equine back into the range. In most incidents, the livestock and equine will run along the fence and not go through the opened gates. The Ranger will use their emergency lighting systems (CODE 3) on their vehicles to alert motorist. Most of the motorist are traveling well over the posted speed limit or do not yield. The challenging and more concerning part of Right of Ways is the fence separating the Right of Way and Range Lands; are in need of mending and post repairs. There are long stretches of areas on the roadways that have missing fence posts and fence lines broken or missing. The cattle guards that are designed to keep the livestock and equine from entering the Right of Ways; are filled with dirt making it easy for the livestock and equine to gain access to the Right of Way. In some instances, the livestock and equine have discovered ways to cross the cattle guard without getting stuck. The most difficult part of horses and livestock in the right of ways; are the same horses and livestock returning back into the right of way hours after being removed. This is because there is no vegetation on the range and the horse and livestock enter the right of ways for the lush vegetation.
- 3. Dogs killing livestock: The most challenging part of dogs killing livestock is the kinship and neighbors of the livestock owners and dog owners. In most incidents, the livestock owner does not want to pursue any kind of legal court actions or repayment of the killed livestock. This is because the livestock and dog owners are closely related. In most instances, the livestock owners do not want to cause any problems within their family. In the incidents, with the neighbors the livestock owners are afraid of retaliation by the neighboring family. Another challenge is, the response time by the Animal Control Officer. This often gives the dog owner enough time to hide the alleged dogs. In other incidents, the alleged dog owner will not claim ownership on the dogs; but will say the dogs are strays. People drop off unwanted dogs near their homes; those dogs will wonder to their homes and will not leave. They say, they have tried to contact Navajo Nation Animal Control, to have them pick up the stray dogs; but the Animal Control Officers do not respond. The alleged dog owners, say they had tried to catch the stray dogs; but they are unable to catch the stray dogs. Another challenging part of these incidents, the reporting party will not answer phone calls; when the

- Ranger is trying to contact them. The Ranger will leave messages on voicemail and paper notice of contact at the residence but no response is given.
- 4. Livestock/Equine seizure: Most challenging part about the seizures is the feral horse problem on the Navajo Nation. Often when a Ranger arrives at the location of a Stray Animal request. The horses are too wild and skittish to get into a livestock trailer. This type of behavior in the horses causes them to bend or break the reporting person corral panels. Some horses will often display an ornery behavior and try to bite and kick the Ranger trying to load the horse into the livestock trailer. Another challenging issue a Ranger would face is the lack of livestock trailers. Other Rangers would be utilizing the livestock trailers and sometimes the trailers would need maintenance repairs. The other challenges are the time it takes to respond to the requests. A Ranger would have to go to the impound yard get a livestock trailer and head to the location of the request; this would take most of the day to complete. Another challenging factor is the impoundment facility being shut down to the well water issue. Currently the impoundment facility has been shut down from seizing livestock because there is not water to give to the seized livestock.
- 5. The Mark family have been disputing for several years now over grazing and land use permits. They continue to pick on each other and still have not come together to sort their issues. The grazing committee and BIA Natural Resource has had a couple of mediation meetings with the family. But there has been no recommendation made or guidelines to follow to correct or mediate the issues.
- 6. Navajo Nation Presidential Inauguration: Some of the challenges is people are very rude and impatient.
- 7. Search and Rescue: Some of the challenges is the lack of manpower.
- 8. The challenges to all these calls are lack of responsibilities from dog owners and livestock owners. Owning livestock and pets is a big responsibility added to your daily family responsibilities, but owners on both sides allowed their pets and livestock to roam free with little supervision.
- 9. A complaint was received by Mr. George Baloo of Oaksprings, AZ. Mr. Baloo would not provide any documentation related to his trespass claim. DRE and Land Department could not substantiate his claim to trespass.
- 10. Resource Enforcement is continuing to work with the Department of Personnel Management to finish the reclassification of the law enforcement commissioned positions. DPM has been receptive and open to communication regarding these reclassifications. The work for this reclassification began during President Jonathan Nez's administration and should be completed within the next quarter. Ms. Bidtah Becker, the former Division Director was instrumental in moving the progress of this project forward.

- 11. The Department continues to have issues with the processing of financial documents. Since the 6B process was pushed out to the Departments by OOC, there continues to be issues. For instance:
  - The DRE has not hired an administrative assistant and thus we have to rely on other Departments to assist us with initiating a Purchase Requisition. We do not have an authorized individual within the Department. We only have two administrative positions. By pushing the 6B process onto the Departments, it has created more work for the Departments taking on the responsibility of OOC.
  - Once we submit a payment through the 6B process, there is no way to authenticate if the payment has been made without emailing the Accounts Payable Section. We submit payments in the system and often the vendor is not sure they have been paid. We are the mediator between OOC and the vendors to verify if payment has been received.
  - There are Address Book numbers that exist within the FMIS system, that are duplicates
    for the same vendor. However, once purchase requisitions are processed and purchase
    orders are issued, we are emailed by Accounts Payable to change the address book
    numbers for payment. Departments are told to resolve these issues without the proper
    training.
- 12. The Navajo Nation Peace Officer Standards and Training Board (NNPOST) is having closed meetings without Departments being notified of an agenda or related topics. I have been asking for months for documentation related to resolutions, meeting agendas, etc. and still have not been provided the information by John Montjoy who is the Division of Natural Resources representative. The DRE sent a representative from Resource Enforcement to the NNPOST meeting on March 27, 2023 however he was denied access into the meeting. With other state POST boards, the public and other agencies can attend. However, with the NNPOST meetings they are closed and other than the board members I am unaware if anyone else is allowed to attend. DRE has responsibilities to maintain officer records related to their certification however, NNPOST has not provided the correct information to the Department therefore we cannot ensure we are following NNPOST.
- 13. The Department and the Department of Agriculture was informed by the last Resources and Development Committee to ensure the public is educated on the 2023 Animal Health Requirements. The Department has inquired on numerous occasions to Mr. Leo Watchman regarding the current health requirements. There has been no response from the Department of Agriculture. DRE will begin conducting checkpoints throughout the Navajo Nation however the Animal Health Requirements need to be finalized by the Department of Agriculture.
- 14. The DRE has entered a contract with Animal RezQ to conduct the 2023 Spay/Neuter Vaccination Blitz. Our goal is to spay/neuter 4,000 pets across the Navajo Nation. This funding was allocated by the Navajo Nation Council through an unmet need request and

- DRE contributed the remaining funding needed to initiate the project. This will be conducted between June and September 2023. A contract number took over 1 month to be assigned by the Contract Administration Section. We are hoping this project will reduce the amount of surrendered, dumped, abandoned pets on the Navajo Nation. Also, to reduce the reports of animal damage to livestock.
- 15. DRE has completed the background for one Ranger to be hired to fill the vacant Bitter Springs position which has been vacant for two years. The DRE has selected an applicant for the Administrative Assistant and the Pinon Ranger Recruit positions. Those background checks are currently being conducted and we hope to have them hired within the next quarter.
- 16. DRE Provided an orientation to RDC regarding issues and concerns we are facing within the Department.
- 17. The CODY system continues to be offline. It has been offline since February of 2022. There is no update or expected date for repair of the system from Fish and Wildlife.
- 18. The Ethics and Rules Department stated they had an investigation related to some Rangers. They did not specify if it was Park Rangers or Resource Enforcement Rangers. Ethics investigators inquired about the Department General Orders and the documents were provided. Ethics and Rules stated they would provide an update to DRE however they never returned to provide the Department with their findings.

## The Budget

- 1. With the projected increase in salaries, DRE will have a budget shortfall come the 4th quarter. This will also affect the upcoming budget years. Funds budgeted for operating will have to cover the salary increases. An overall budget increase will need to occur in FY2024 for Resource Enforcement to keep the current number of positions for commissioned officers. With legislation that was passed by the last Navajo Nation Council, there will be no carry over of unspent funds, thus limiting the options available to DRE to cover the salary increase. This helped in FY 2023, DRE had a carryover which is helping to cover current operating expenses. Hopefully savings from the Personnel Lapse Funds can be allocated to DRE to cover the shortfall of future salary expenses.
- 2. The CODY Annual Maintenance cost needs to be budgeted under the fixed assets line item. DRE has been providing notice to DNR Administration regarding this expense however it has been ignored.
- 3. Resource Enforcement's full season is beginning and funds will begin to be expended for Summer/fall activities. All funds should be expended come July 2023.
- 4. There are several vacancies. This is due to funding that was allocated in FY 2022 for 7 new commissioned officer positions. However, due to the salary review reclassification DPM put a

hold on those positions. DRE is currently working with DPM to finalize the classifications. Hopefully, DRE can begin advertising for those vacancies in the third quarter.

# General Land Development Department

The General Land Development (GLDD) ensures that if all development on the Navajo Nation Lands are consistent with Navajo Nation and Federal Laws, GLDD receives all proposed project development(s) by managing, processing, and archiving documents. The General Land Development also assists in developing streamlined tribal processes for proposed project development applications that include inventory, record keeping, and reporting. GLDD VISION STATEMENT: To provide transparency, efficiency and accountability of all projects.

Goal Statement	Program Performance Measure/Objective
Obtain RDC approval on mission site & consent requirements (basic infrastructure).	Develop policies for land leasing/permitting ten (10) per quarter.
Enhance and expedite Executive Reviews for leases, permits & rights-of-way. (1) per qtr.	Utilize NNS, add additional reviewers and approvers for the Executive Review.
Provide three (3) presentations per quarter to chapters, entities, companies, others.	Provide outreach presentations to companies/applicants on new processes & regulations.
Upload easements, permits and rights-of-ways on the NNS: fifteen per quarter/lease payments.	Locate family burial plots and bring into compliance at five (5) per quarter.
Map former approved leases, permits and rights-of- ways: 15 per quarter.	Store, archive and organize all new approved leases, permits and rights-of-way documents.

# Major Accomplishments

#### **Project Status:**

	Homesite Leases	Service Line Agreeme nts	Land Withdraw als	Mission Site Permits	Telecom municatio n Towers	Permissio n to Survey	TAA	ROW	Leases	APD
Chinle Agency	38	16	3	2	1	3	9	0	2	0
Eastern Agency	28	0	0	0	1	5	1	5	2	0
Ft. Defiance Agency	43	29	2	0	3	6	9	0	3	2
Shiprock Agency	14	5	0	0	1	4	3	0	2	0

Western Agency	53	50	3	3	5	4	11	1	6	0
200RL (Shiprock)										
HUD										
ONHIR	2									
Residential										
Total	178	100	8	5	11	22	33	6	15	2

Total: 356 projects environmentally reviewed/approved

Records request forms:

Chinle Agency	Eastern Agency	Ft. Defiance Agency	Shiprock Agency	Western Agency	Total
1	3	5	6	7	22

Total: 22 inquires

Consents gathered:

Chinle Agency	Eastern Agency	Ft. Defiance Agency	Shiprock Agency	Western Agency	Total
0	7	0	12	0	19

Total: 19 awarded or inquires

Oil and Gas (Aneth Office):

New Projects Received	Totals
Oil & Produced water Spills	26
Annual Nuisances	96
Re-drillings	0
Field Clearance with Compensation	0
APD's with Pipeline, Access Road	0
Field Clearance with No Compensation	0
Escrow Withdrawal Requests	1
Notices of P&As & Permissions to Survey	14
Land Status Requests	0
Pipeline Repairs	10
Power line Repairs	0
Others: Surface Damages activities	0

### Division of Natural Resources

	Total: 147
In Indian Allotments or BLM	0
Telecommunications	0
Mission Sites	0
Other: Chapter Projects	0

## New Projects Completed:

New projects completed	Totals
Oil and produced water spilled w/compensation	14
Oil and produced water spilled w/no compensation	11
Annual Nuisances	96
Re-drillings	0
Field Clearance with Compensation - Completed	0
Field Clearance with Compensation - Cancelled	0
APD's - Paid and Completed	0
APD's - Cancelled/Revised/Transferred Completed w Compensation	7
Field Clearance with No Compensation - Completed	0
Field Clearance with No Compensation - Cancelled	0
Escrow Withdrawal Requests	0
Notices of P&As & Permissions to Survey	3
Land Status Requests	1
Pipeline Repairs	2
Power line Repairs	0
Others: Surface Damages activities	0
Other: Chapter Projects	0
Mission Sites	0
Telecommunications	0
In Indian Allotments or BLM	0
	Total: 134

## Fees Collected:

Fees Collected (Source)	Totals
Field Clearance Surface Damages Compensation	\$0
Surface Damage	\$0

	Total: \$51,785.05
Other / Oil Spills / Nuisances	\$51,785.05
Rental	\$0
Right of Way	\$0

Projects Completed (New Running Totals):

With Compensation: 130Without Compensation: 42

• Well/P&A: **16 Land Inquiries: 2 Scans: 0 = 190** 

#### Financials:

Deposit Month	Deposit Total
Jan-23	\$3,000.00
Feb-23	\$3,347.86
Mar-23	\$1,000.00
	Total: \$7,347.86

### Challenges

Challenges we face as a department are the lack of personnel to assist with the number of projects GLDD receives, not including the widely discussed ARPA-related projects. GLDD is currently working with DPM to reclassify an ARPA position, which is turning out to be a lengthy process and still pushing forward with DPM. GLDD is also advertising a leasing agent position with a closing date of Friday, April 7, 2023. Also, as of Friday, March 31, 2023, our second environmental specialist resigned her position and we will need to begin getting that ready for advertisement. Now, challenges GLDD faces with the specialized positions are the lack of applicants to interview for. In addition to those challenges, GLDD's annual budget is meager and does not allow for general funded personnel to attend specialized trainings or courses to help with job readiness and enrichment.

The biggest challenge GLDD is faced with now is the retention of all ARPA-funded personnel/positions. The current number of ARPA personnel has allowed GLDD to push forward in the review and processing of all project development documents. All GLDD's personnel/positions have a key role in their contribution of GLDD's overall success and the initiation of the electronic review. Perhaps GLDD is the only department within the entire

Navajo Nation government with a fully digital/electronic 164 review process with time clocks associated to expedite projects in a timely manner.

#### Key Meetings

GLDD has participated in the Resources and Development Committee (RDC) orientation, work sessions, and regular committee meetings updating committee members on the one-stop shop initiative, the tribal authorization access (TAA), right-of-way, mission site draft regulations, and an upcoming telecommunications regulation work session. Other meetings include Navajo Nation Fiscal Recovery Fund office, Navajo Division of Transportation, Navajo Division of Economic Development, Office of the Controller's departments, Arizona Department of Public Safety regarding FirstNet locations, and several cellular provider companies. GLDD has also met with Navajo Nation Shopping Centers and the Newcomb chapter regarding a land withdrawal for their community. We also met with the Navajo Area IHS reality services section on projects currently in process. One of the most important meetings GLDD has been having on a regular basis are the meetings with Navajo Land Department's (NLD) Homesite Section. GLDD has been working diligently with all Homesite Section personnel on the implementation of the electronic review and approval process, like GLDD's electronic review process, but on a smaller level. GLDD staff have been assisting NLD staff with technical questions, the format or layout of the projects within the Navajo Nation System, ensuring proper software and overall computer efficiency is in place.

#### Recommendations

GLDD would like to move forward with the enactment of the telecommunications regulations once the RDC work session has been completed. These regulations are vital in the development and current status of the cellular providers on the Navajo Nation. Each tower will be assessed accordingly with the amount of traffic it receives and will determine the actual dollar amount to be paid to the Nation as well as all cellular towers coming into or remaining in compliance as far as ground leases are concerned.

### Navajo Nation Energy Office

A. To provide for the protection, restoration, conservation, management, and sustainable development of Navajo natural resources under the guidance and direction of the people of the Navajo Nation and the Navajo Nation Council and of the President and Vice President. B. To ensure the highest quality of natural resources available for the enjoyment and use of present

and future generation of the Navajo people. C. To comprehensively manage the multiple uses of Navajo natural resources and to preserve the Nation's cultural resources.

Goal Statement	Program Performance Measure/Objective
Receive and evaluate Energy Project Proposals.	To review ten (10) Energy proposals by the end of 4th quarter.
Identify several drafted Energy Project Development on behalf of Navajo Nation.	Identify and recommend nine (9) drafted Energy Project Development by the end of 4th qtr.

## Parks & Recreation Department

The Navajo Parks and Recreation Department is responsible for the management and operation of established tribal parks, Navajo Nation Museum, monuments, recreation areas, the planning and development of visitor services, facilities, and accommodations within the Navajo Nation parks, monuments, recreation areas, and Department withdrawn lands, as well as recommends the establishment of new parks.

Goal Statement	Program Performance Measure/Objective
To ensure adequate security at all tribal park locations.	Obtain equipment for all Rangers/Ranger Recruits.
To provide needed safety measures for park visitors.	Procure medical supplies for Rangers/Ranger Recuits.
To ensure vehicles are properly maintained for Rangers.	Procure vehicle tires for all units.
To ensure all Rangers/Ranger Recruits are properly trained.	Ensure all specified training is provided for Rangers/Ranger Recruits.

### ${\it Major\, Accomplishments}$

Canyon de Chelly, Tséyi' Diné Heritage Area: There has been meeting held between National Park Service at Canyon de Chelly and Navajo Parks and Recreation Department staff to finalize plans for NPRD Tséyi' Diné Heritage Area to re-open White House Overlook and Ledge Ruin Areas. These locations had been closed for four years due to increase in vehicle break-ins. NPS requested NPRD assistance to re-open these locations to ensure safe environment for community and visitors.

**Four Corners Monument:** A Request for Proposal had been completed for a Restroom Demolition Project at Four Corners Monument for inhabitable restroom constructed in 2013. The foundation had major cracks and had not been utilized since construction. NPRD deemed the building a hazard and based on the award will move forward with demolition.

Lake Powell Navajo Tribal Park: A site walk through was completed March 23, 2023 in Upper Antelope Canyon and Lower Antelope Canyon to go over plans for waterline project with Department of Water Resources and consultant for the project to ensure there will be no closure for Tour Operators at both locations. During the site visit we toured the former Navajo Generating Station planned water treatment facility to get a full scope of work for the project. NPRD has requested for a business unit number to assist with \$1.5 Million for the project planning.

Monument Valley Navajo Tribal Park: an update meeting was completed with MV Visitor Center Staff and Project Development Staff to go over Visitor Center roof project. Over the last few years, the visitor center roof has caused major damage and there were partial roof repairs completed but the leaks have continued and has continued to damage repairs made to the walls and ceiling. A new scope of work will be drafted for a new design from flat to pitch roof for the visitor center. This will include new HVAC, new elevator and eliminating the current sky light in the main entrance area.

**Corrective Action Plans:** NPRD completed a Corrective Action Plan review in November 2022, the review of the CAP took place February 27, 2023.

- Monument Valley Navajo Tribal Park completed their review with 81% corrective measure implemented and considered reasonable resolution of the audit findings.
- Lake Powell Tribal Park completed their review with 72% corrective measures implemented and considered reasonable resolution of the audit findings.

### Challenges

Two of the parks did not fully implement their corrective action plans, the results below:

- Four Corners Monument completed their review with 68% of corrective measures
  implemented and was considered as not fully implementing its corrective action plan. The
  2018 audit remains unresolved. There will be another six-month extension from the date of
  the report to conduct a second follow-up review.
- Little Colorado River Tribal Park completed their review with 57% of corrective measures implemented and was considered as not fully implementing its corrective action plan. The

2018 audit remains unresolved. There will be another six-month extension from the date of the report to conduct a second follow-up review.

Both locations did not fully implement the Emergency Action Plans to ensure safe evacuation planning for its vendors, visitors and staff. Both locations have limited staff compared to Monument Valley and Lake Powell, but have recently hired new staff at each location. The planning continues for staff training and updating the emergency plans. In each location, park staff had to work with vendors to ensure compliance with established exit plans and assist park staff to safely exit the park. Both will successfully complete their upcoming corrective action plans in the second review.

#### Key Meetings

- On-site meeting with Grand Canyon National Park Superintendent and Liaison at Lee's Ferry
  to review the proposed boat dock on Navajo lands. NPS claimed jurisdiction of lands where
  the boat dock is to be located at and suggested alternate sites. NPRD is still planning on
  proceeding with the boat dock as the tribal land extends to the middle of the Colorado River
  at that location.
- 2. Meeting with Arizona State University and the Advisory Group at Twin Arrows to get update on the Cultural Mapping Project. The project will include interviews with residents in the western agency on their views of a general management plan for Little Colorado River Tribal Park.
- 3. Meeting with Coconino County Supervisor Lena Fowler and western agency chapters to plan and coordinate to restore the tourism economy which had been adversely impacted by the Covid 19 pandemic.
- 4. Meeting with Canyon de Chelly National Monument to discuss the reopening of White House Ruin Overlook. The site has been closed for several months due to vandalism and break-ins to vehicles parked at the overlook while visitors are hiking the trail into the canyon.

#### Recommendations

- Review the policies and procedures of the Department of Personnel Management. The
  policies greatly inhibit employment of individual to fill vacant positions by requiring
  background investigations which take too long to complete and applicants lose interest while
  waiting and because of low pay there are lack of applicants.
- 2. The 164-review process needs to be re-evaluated again as it takes too long to get reviews completed and approved.

### Navajo Nation Museum

The Navajo Museum shall exist to bridge the past, present and future of the ever-enduring Dine/Navajo People. The Museum will foster/enhance unity/harmony among the Navajo people, by providing a professional museum-standard facility and educating our people/general public about issues from the perspective of the Navajo People. The Museum will continue to accept items of cultural significance to the Navajo people, and the prehistoric populations. In accordance with the Plan of Operation for the Navajo Parks and Recreation Department, funds detailed in this budget will be used to provide a wide variety of services to the public. These services are primarily educational and include exhibitions/maintenance of historic/cultural collections (including archival photos/documents), planning/hosting public events,/provision of the educational values and objective of other Navajo Nation Programs with regards to Diné culture, tradition and philosophy.

Goal Statement	Program Performance Measure/Objective
As a public service, we base our performance on the number of tours and workshops we organize/host.	Create/maintain DineÕ pride/self awareness through a certain number of educ. prog. based on our culture/history/tradition/sovereignty.
Performance is based on the programming and review of exhibits with a tremendous amount of time spent on choosing an appropriate exhibit & preparing for it.	To have two exhibits in the research & development stages while maintaining other operational aspects and keeping all tasks on schedule with limited staffing.
Performance is based on constructing/implementing select exhibits. The Navajo people request and look forward to new exhibits/displays to attain more knowledge and/or to gain new perspectives.	To build two exhibits. Design & layout the galleries spaces & displays, conduct construction & installation logistics, & implement technical components while maintaining pre-determined exhibit budgets & timelines.
Measure performance based on the number of conferences, trainings special events and classroom sessions held at this facility.	Host varied events for NN depts./programs & other outside organizations & businesses for the benefit of maximizing the use of resources.
Performance is evaluated by the number of visitors received at the NN museum, to include students, tourists, gov't officials and the general public.	Meet the needs of our many visitors with positive customer relations. Committed to providing a clean/safe place, obtain cultural insight, and/or to simply relax in our inviting space.

## Parks & Recreation Department – Enterprise

The Navajo Parks and Recreation Department is responsible for the management and operation of established tribal parks, Navajo Nation Museum, monuments, recreation areas, the planning and development of visitor services, facilities, and accommodations within the Navajo Nation parks, monuments, recreation areas, and Department within lands, as well as recommends the establishment of new parks.

Goal Statement Program Performance Measure/Objective	
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Revenue Generation.	Generate \$7,000.000 in revenue from all sources.	
Visitor Services.	Accomodate 500,000 visitors to tribal parks (BCRA, CDC, FCM, LCR, LPTP, MVTP).	
Facility Maintenance Repair.	Perform minor/maintenance for six park facilities.	
Major projects.	Complete four major park projects: FCM Power line, MC Boat Dock, MC Campground, CDC Ramada.	
Community Services.	Attend and participate in five community events.	

### Navajo Nation Fair

RDCO-79-16: Plan, develop coordinate, manage and implement all programs, policies and regulations designed to conserve, protect, regulate, develop and manage Navajo range land, livestock and agricultural resources, pursuant to tribal laws, provided agricultural extension education services to all production, agriculture and range management establish guidelines for conservation of soil and water resources, etc.

Goal Statement	Program Performance Measure/Objective
Revenue generation.	Generate \$700,000 from various sources.
Sponsorship.	Seek and obtain Fair sponsorships of \$250,000
Event Production.	Attend and promote/market four events at various forums.
Facility improvement.	Upgrade four buildings on the grounds by means of of renovation & repairs.
Fund Raising – Infrastructure.	Collaborate with County, State, Corporations for contributions to upgrade infrastructure.

# Colorado Ranch Enterprise

Resolution Number: RDCO-79-16: is for use by the Department of Fish & Wildlife in carrying out its mandated responsibilities to manger, conserve and protect fish, wildlife, agriculture products and plan resources and their habitats on lands owned in Colorado. Fund Management Plan: BFJA-02-18.

Goal Statement	Program Performance Measure/Objective
Administrative and Financial.	250 hours to develop the Operations Plan, financial/expenditure monitoring and recording sales.
Livestock Production – Bison and Cattle.	600 hours of herd management of bison and cattle. Monitoring, vaccinate and branding.
Agricultural Production and Natural Resources.	600 hours of preparation, irrigation and hay harvest, 200 hours of Natural Resources Projects.

= =	200 Hours - Operate hunting program, data collection and monitoring Public Access.
Strategic Planning.	50 hours preparing FY 2024 Work plans and Budgets.

## Navajo Abandoned Mine Lands Reclamation Department

### Major Accomplishments

#### Abandoned Mine Land (AML) Grant

- Second quarter, NAMLRD continues to be proactive with the Interstate Mining Compact Commission (IMCC) and National Association of Abandoned Mine Land Programs (NAAMLP) communications with the Office of Surface Mining Reclamation and Enforcement (OSMRE) on the Bi-Partisan Infrastructure Bill and impacts to the Navajo Nation. Topics include AML, AMLER, and Hardrock mining.
- 2. February 21-24, 2023, NAMLRD traveled to Henderson, NV, to continue the development of the NAMLRD GIS database with Terra Spectra Geomatics. This is an important GIS database that documents the overall department field and construction activities.
- 3. FY'19 Grant Application for \$2,817,299.00, budget includes administrative costs for Window Rock, Shiprock and Tuba City Offices, and Project Development. The grant is effective April 1, 2019 to March 31, 2022, with a 1-Year Grant Extension to March 31, 2023. Budgets entail personnel / operating costs, and project development Chilchinbeto AML Coal Subsidence, Biological/Archaeological and Environmental Assessment; Coalmine Canyon AML Subsidence, Biological / Archaeological and Environmental Assessment; Tuba City AML Office Complex Maintenance. This grant ended on March 31, 2023, therefore closeout reports including financials and property will be reported to Office of Surface Mining. This grant was affected by the shutdown during the COVID19 pandemic.
- 4. FY'20 Grant Application for \$1,096,930.90, budget includes administrative costs to cover Window Rock, Shiprock and Tuba City Offices, and Project Development. The grant is effective April 1, 2020 to March 31, 2023. AML had funds to assist with construction costs for AML projects. This grant ended on March 31, 2023, therefore closeout reports including financials and property will be reported to Office of Surface Mining. This grant was affected by the pandemic.
- 5. FY'21 Grant Application is for \$591,928.00. This grant is effective April 1, 2021 to March 31, 2024, and will cover Personnel ONLY for 6 months due to dwindling funds.
- 6. FY'22 Grant Application for \$545,510.00 transitioned to FY'23 AML Project Development Grant, effective 4/1/23 to 3/31/26. This is a six (6) month budget limited to personnel and operating costs. Budget covers project development for value engineering assessments,

topographic surveys, engineering, NEPA compliance, public relations, reporting to OSM, and technical assistance to abandoned coal related issues.

#### ABANDONED MINE LANDS ECONOMIC REVITALIZATION (AMLER) GRANT

- 1. FY'20 Grant award for Kayenta Industrial Park Project is using OSM FY'18 funds in the amount of \$3,333,334.00, of which \$40,576.00 is AML personnel/travel; and \$3,292,758.00 for construction. A MOA was entered into with Kayenta Township Commission effective October 16, 2020. The Grant is effective August 1, 2020 to July 31, 2023. Again, the pandemic had a major impact to project activities, funds encumbered will be used towards construction to begin in April 2023 thru to July 2023. Construction will include 3,300 ft' paved roadway with drainage features and large detention pond. Utility construction includes 9,300 ft' of 3" main sewer line, 4,300 linear feet (lf) of 8" gravity sewer with lift station. Bids will be accepted by Kayenta Township on April 6, 2023.
- 2. Shonto Hotel Project FY'22 Grant Project: award is using OSM FY'19 funds in the amount of \$3,333,333.33, of which \$134,844.00 is for AML personnel/travel, and \$3,198,489.33 is for hotel construction. The grants' effective April 1, 2022 to March 31, 2025. An Administrative Agreement is entered into between Division of Natural Resources/AML and Division of Economic Develop/Project Development for project lead. DED/PD will modify its existing professional services agreement with Medallion/Woodruff Benally for \$3.1M for the AMLER Phase II work. The original SOW of \$10M is set to complete September 2023; as the professional services agreement is modified to incorporate AMLER funds, the SOW will increase the contract amount to \$13M. The hotel is 43 rooms, with a conference, breakfast area, and exercise room.
- 3. Canyon Vista AML Reclamation Project: On-site topographic survey data collection continued for the Coalmine project site at the end of March 2023 after the weather settled and the ground had dried up from the early spring storms. As project development continues with NEPA section too in drafting the report and gathering permit clearance and supporting document.

#### URANIUM MINE TAILING REMEDIAL ACTION (UMTRA) GRANT

- 1. The five (5) year cooperative agreement beginning 4/1/18 to 3/31/23 was completed, encompassing 12 grant modifications. Funds are allocated yearly, with carryover of previous year balances. Technical assistance is provided to U.S. Department of Energy for Shiprock, Tuba City, Monument Valley, and Mexican Hat sites for ground water surveillance
- 2. A new 5-Year Cooperative Agreement with DOE is currently in the EOR process as of January 5, 2023 and currently at OMB as of March 31, 2023. This signed agreement by

Navajo Nation OP/VP will be sent by AML to DOE and await an Award. As the Award is received, AML will begin the Navajo Nation 164B Review to set up the budget, this process is anywhere from 3 to 9 months, even taking up to January 2024 before AML can begin to use the grant. Continued services are for; Shiprock, Tuba City, Monument Valley, and Mexican Hat sites.

3. The Tuba City site is drilling additional monitoring wells in the south side and repairing the solar panel grid this Spring 2023.

#### **DEFENSE RELATED URANIUM MINE GRANT (DRUM)**

- March 7, started the DOE DRUM (Defense Related Uranium Mines) field assessments, Validation & Verification (V&V), in the Beclabito, NM area. These DRUM AUM sites are in the remote, rugged areas. V&V activities have been successful. Next field visits are scheduled for April 2023. The team is only coming out once a month, due to other non-Navajo Nation commitments.
- 2. March 20, 2023, received the approved DOE Defense Related Uranium Mine (DRUM) Transmittal letter, extending the grant period to January 12, 2024. This will allow the continued coordination efforts between NAMLRD and DOE DRUM staff.
- 3. Close out AML Grants FY' 19 and FY' 20
- 4. Awarded and using AML Project Development Grant FY 2w023
- 5. Awarded and using FY 2w022 USDOE/UMTRA Assistance Agreement from 2018 FY funding.
- 6. DNR Manager's Meeting March 8, 2023 and April 7, 2023.
- 7. NAMLRD Winter Business Meeting, discussed legislative updates, OSMRE training, BIL Grant, 2023 Grant, Hardrock implementation.
- 8. Hired three positions; Hydrologist, Principal Engineering Technician, Public Information Officer, out of nine (9) vacancies. Currently, six (6) vacancies.

#### UNITED STATES ENVIRONMENTAL PROTECTION AGENCY (USEPA)

1. A Multi-Site Cooperative Agreement was entered into between USEPA and Navajo AML for \$1,252,824.00, wherein funds are provided incrementally up to \$1,252,824.00, as of to date, there are 15 project budgets with 15 Business Unit assigned for a total of \$830,000.00. Navajo AML provides technical assistance to abandoned uranium mines identified by USEPA at Ruby Mines, Section 9 Lease, Quivera, Mariano Lake, Black Jack & Mac Mine, EnPRO, Ambrosia Lake, Cove Water Shed, Northeast Church Rock, Cove Transfer Station, ElPaso Natural Gas, Section 32, Section 33, and Cyprus Amax. Due to excessive business units

- assigned, the Navajo Nation finance and department of Personnel, cannot track each BU and have criticized AML when it comes to processing financials and personnel documents.
- 2. Finally, the Western Navajo AUM is getting to EECA phase for one site in Cameron, Huskon No. 12, where a community meeting has taken place on March 4, 2023 and public comment period for month was open.

#### AMERICAN RESCUE PLAN ACT (ARPA-FRF) - NAMLRD

Through funds available from the Navajo Nation Fiscal Recovery Funds Office, NAMLRD
provides administrative, technical, and public relations support for on-going NAMLRD
projects. Including, technical assistance to other Navajo Nation Departments and the
Division of Natural Resources (DNR) Projects.

#### Challenges

#### **Abandoned Mine Land Grant (AML)**

The Navajo Nation Executive Official Review (EOR) and 164 Review process greatly hinder the procurement of Grants and Contracts, leading to issues with Budgets and Personnel. Delays in accepting and spending grants are from 1-2 years. This will impact our grant compliance with our Federal Partners.

Hiring staff through the Navajo Nation process is difficult, due to staff turnover, lack of workforce, housing, and non-competitive wages.

AMLER Projects: NAMLRD will be initiating another round of advertising and notifications for the upcoming FY20, FY21, and FY22 AMLER proposals. Timeline will depend on NAMLRD staffing. Hindrance to the AMLER initiative is that chapters do not have construction ready projects and are not familiar with how to properly package proposals. This includes incomplete A&E designs, National Environmental Policy Act (NEPA) clearances and community/chapter approval.

With the decrease in Navajo Nation coal production, this is impacting the funding that NAMLRD receives through SMCRA. NAMLRD does not receive Navajo Nation General Funds.

Navajo Nation Internet capabilities are not great. This impacts our virtual meetings and technical software capabilities. Navajo Nation needs to come up with recommendations to increase the Navajo Nation internet capabilities.

Grant Agreements / Navajo Nation EOR & 164B Review Process. This Navajo Nation review process takes anywhere from 3 months to 1+ year to implement with our federal partners and impacts personnel and contract processing.

Personnel / PAF processing: Have to work with 6 different grants with 40+ business units present problems with paperwork including personnel and finance documents. Not knowing when our grants will be in place, we must strategize our funding sources to ensure our staff will be covered, this relates to the grant agreement process with both the Navajo Nation and Federal Government agencies.

OR's / PO's – Due to the lengthy process of getting reviews and surname for OR's, some PO's had to be cancelled due to grants ending. Other times, the Vendor will modify its numbers from original quotes, and causes revisions to PO's.

Limited field staff to cover our commitment with our partners UMTRA, USEPA, DRUMS in addressing AUM, AML, AMLER and UMTRA with only four staff covering all areas across the Navajo Nation.

#### The Budget

#### **Abandoned Mine Land Grant (AML)**

		Expense						
	Budget	before	Q1	Q2	Q3	Q4	Open	Budget
Grant	Amount	3/31/22					Commitment	Balance
FY22' DRUM - CoOP DE-LM0000488	800,000.00	195.82	36,953.79	89,642.38			4,995.00	668,213.01
FY22' UMTRA - CoOP DE-LM0000466	274,332.00	-	-	33,637.04				240,694.96
FRF-ARPA - Navajo AMLR	2,033,414.00	94,869.27	75,805.36	60,085.47			13,792.04	1,788,861.86
FY21' AML - Grant S21AF10076	591,928.00	-	48,784.15	56,047.54				487,096.31
FY20' AML - Grant S20AF20068	1,096,930.90	464,988.35	78,222.16	38,750.42			1,788.21	513,181.76
FY19' AML - Grant S19AF20028	2,817,229.00	2,105,389.72	30,457.13	92,723.36			2,888.13	585,770.66
FY19'AMLER - Grant S22AF00038	3,333,333.33	-	2,494.23	5,906.44				3,324,932.66
FY18'AMLER - Grant S20AF20088	3,333,334.00	2,551.28	-	906.76			3,292,758.00	37,117.96
FY20' USEPA - Grant V-99T97501	580,000.00	89,009.57	8,290.95	9,558.02			2,391.36	470,750.10
	14,860,501.23	2,757,004.01	281,007.77	387,257.43	-	-	3,318,612.74	8,116,619.28

Image 1: AML-Abandoned Mine Land Grant budget status report for selected accounts. (Division of Natural Resources)

### **Key Meetings**

1. January 21: ABC News on their pending Navajo Nation visit to conduct a documentary on the Navajo Nation AUM and impacts on water.

- 2. January 10-13: Host to a University of Arizona (UA) PhD candidate student conducting research on NAMLRD reclamation history and techniques.
- 3. January/February: Project Development in the preparation of the DOE Defense Related Uranium Mine Site V&V with the following chapters: Beclabito, Red Mesa, Aneth, Sanostee.
- 4. January 23-24: Coordination with the Office of Surface Mining (OSM) NTTP Training to host upcoming FY23 trainings in the State of New Mexico, coordination with NM AML Program.
- 5. January 23: USEPA and NAMLRD budget and projects preliminary planning meeting for year 2023 and 2024.
- 6. February 6: Monthly OSMRE administrative and project updates meeting, virtual.
- 7. February 16: STEM-sation at the Kirtland Central High School.
- 8. February 14-17: Continuation of the University of Arizona PhD candidate NAMLRD research project.
- 9. February 27 to March 2: Waste Management Symposia on Radioactive materials, Phoenix, AZ.
- 10. March 6: Monthly OSMRE administrative and project updates meeting, virtually.
- 11. March 14-15: Navajo/Hopi/DOE Triannual UMTRA meeting, Durango, CO and Virtual.
- 12. March 24-25: Set up booth at the American Indian Science and Engineering Society (AISES) Region 3 conference, hosted by the New Mexico Institute of Mining & Technology (NM Tech), Socorro, NM. Contact and information sent to Vice President Montoya.
- 13. March 30: STEM station at the Hopi, AZ High School.
- 14. NAMLRD & OSM via Microsoft Teams on a monthly basis concerning its AML and AMLER grants. Discussion on BIL funds, Hardrock Mining support and funds, OSM year site visit on projects done.
- 15. Navajo AML participates in weekly USEPA Microsoft Team calls, yearly wide meetings, project meetings and conference calls.

#### Recommendations

- 1. NAMLRD will continue to seek alternative sources of funding to supplement our department.
- 2. DPM review of applicants should be delegated to the divisions to expedite the hiring process.
- 3. The new Administration, OP/VP and Council, need an Environmental Policy and Regulations to address the Uranium and Solid waste issues on the Navajo Nation.
- 4. Support the education and awareness of the Abandoned Uranium Mine activities and Cleanup.
- 5. Eliminate or update the Executive Official Review and 164 Review Process.
- 6. Decentralize the Department of Personnel Management hiring and recruitment authority to be given to Navajo Nation Departments.

- 7. Streamline the OMB Office of Contracts and Grants process for contract reviews, revisions, and modifications.
- 8. Streamline/upgrade the OOC financial reviews and payout of invoices for external grants.

# Division of Public Safety

Program	Enabling Resolution/Statute
Division of Public Safety Administration	CAP-12-13 and 2 NNC § 1351
Navajo Police Department Administration	LOCAP-08-18
NPD Chinle District	LOCAP-08-18
NPD Crownpoint District	LOCAP-08-18
NPD Kayenta District	LOCAP-08-18
NPD Shiprock District	LOCAP-08-18
NPD Tuba City District	LOCAP-08-18
NPD Window Rock District	LOCAP-08-18
NPD Dilkon District	LOCAP-08-18
NPD Support Services Program	LOCAP-08-18
Department of Criminal Investigation	LOCMA-01-18
Office of Internal Affairs	LOCMA-04-18
Department of Corrections	LOCMA-05-18
DOC Tohatchi Juvenile Detention Center	LOCMA-05-18
NPD Training Academy	LOCAP-08-18
Department of Emergency Medical Services	LOCJY-17-18
Department of Emergency Management	LOCAP-07-18
DEM Disaster Assistance Fund	LOCAP-07-18
Department of Fire & Rescue Services	LOCMA-06-18
DPS Special Revenue Gaming	LOCAP-08-18

## **Division of Public Safety Administration**

The purpose of the Navajo Nation Division of Public Safety shall be: (1) To plan, organize, and administer all aspects of the Navajo Division of Public Safety programs so as to provide multipublic safety services that meet the needs of the tribal members of the Navajo Nation, as well as other individuals and entitles, within the territorial Jurisdiction of the Navajo Nation as defined

in Title 7 N.N.C. S 254 & 18 U.S.C. S 1151; (2) To exercise control and authority overall law enforcement and public safety activities within the Navajo Nation and adjoining Indian Country as designated under Navajo, Federal, and other applicable laws where the Navajo Nation exercises jurisdiction.

Goal Statement	Program Performance Measure/Objective
Promote training and professional development for management.	To ensure at least (2) trainings per quarter.
Promote and implement Community Awareness.	Participate in community awareness programs throughout the Navajo Nation communities.
Implement partnerships with outside entities.	Establish/Renew interagency cooperation and agreements thru MOAÕs, MOUÕs, cross commission.
To computerize functions of the Division to provide reliable and effective services to the Navajo Government and public.	Initiate and deploy information technology tasks.
Promote employee wellness.	Implement wellness activities.

### The Budget

No.	Department	General Fund Acct	Qtr 1	Qtr 2
1	CORRECTIONS Juvenile	116004	\$31,081.49	\$17,074.80
2	CORRECTIONS Adult	116014	\$637,692.29	\$480,692.90
3	CRIMINAL INVESTIGATIONS			
4	EMERGENCY MANAGEMENT	116019	\$279,037.49	\$219,267.28
5	EMERGENCY MED SVC	116017	\$55,984.83	\$37,882.36
6	FIRE AND RESCUE	516002	\$10,340,769.89	\$9,889,587.65
7	INTERAL AFFAIRS	116013	\$58,101.52	\$46,659.34
8	DPS ADMIN	116018	\$244,473.58	\$183,003.55
NAV	AJO POLICE DEPARTMENT			
1	CHINLE PD	116002	\$555,502.11	\$271,849.37
2	CROWNPOINT PD	116003	\$760,317.30	\$462,939.77
3	DILKON PD	116009	\$386,734.00	\$183,346.24
4	KAYENTA PD	116005	\$743,574.14	\$417,317.36
5	SHIPROCK PD	116006	\$918,287.18	\$593,395.03
6	TUBA CITY PD	116007	\$628,483.49	\$437,341.58
7	WINDOW ROCK PD	116008	\$917,030.46	\$608,568.99
8	NPD HQ	116001	\$1,059,473.42	\$1,465,049.56

9	Training Academy	116015	\$168,303.35	\$79,384.74
10	Special Revenue Gaming	507010	\$537,037.50	\$338,145.34

<sup>&</sup>quot;K" accounts are not included in this spreadsheet. If required, please notify DPS admin.

## Navajo Police Department Administration

The purpose of the Navajo Police Department is to enforce all Navajo Nation laws within the territorial jurisdiction of the Navajo Nation, as defined by Title N.N.C §254 & 18 U.S.C. §1151, to provide effective and efficient law enforcement services on a twenty-four (24) hour basis to protect life and property, and to screen all police personnel to determine their level of law enforcement skills and knowledge and provide them with the required law enforcement education to achieve full potential as Navajo Nation law enforcement officers. The application of these objectives are subject to the availability of funds.

Goal Statement	Program Performance Measure/Objective
To apprehend impaired drivers and confiscate illegal alcohol/drugs: (7) District per quarter.	Conduct DUI Checkpoints in high DUI crash areas on the Navajo Nation.
To apply policing strategies addressing alcohol, drugs, speeding, etc.; (7) Districts per quarter.	Conduct hotspot patrol, focused deterrence, and temporal. Spatial crackdowns.
To establish community policing and problem-oriented policing initiatives: (7) Districts per quarter.	Engage in community meetings, community involvement, problem analysis, & partnerships.
Validate peace officers In-Services (10) hours of training per officer per quarter: (7) Districts per quarter	Complete commission Personnel Certified Training.
Inspect staff, vehicle, equipment, and certifications: (7) Districts per quarter.	Complete District Personnel and Vehicle inspections.

### Major Accomplishments

Navajo Police Department has started the missing persons detective unit.

Some NPD Police Districts assisted with the Department of Interior Secretary Deb Holland's visit to the Many Farms community for the "Road to Healing". In reference to BIA Historical Trauma.

NPD assisted with the Inauguration of our new President.

Assisted with the Operation Snowfall, responding to calls and welfare checks. Severe weather within the Bird springs Community. State of Emergency was declared due to flooding near homes and washed-out roads.

Secured substation housing with Twin Arrows Casino and Jeddito Schools: for officers who wish to work in Dilkon, but do not have housing.

Community engagement: Shiprock District personnel offer notary services to the public since last year. Over 113 notaries have been made for our community related to NHA housing applications, employment backgrounds, CIB requests, oaths, and other important documents required to live life.

NPD personnel participated in community engagements participating in Navajo Nation Presidential Inauguration event, chapter meetings, LOC meeting, funeral events and Veteran parade.

Continue to work with I.H.S. in providing support and awareness of person in need of medical treatment and security for their field clinics.

Continue to support the agreement with the Nation and Capacity Building to deploy victim specialists with officers to function as victim advocates during emergent critical events; waiting on approval from Navajo Nation DOJ.

Policy development: Supervisors developed the draft policies for long distance transport expectations and procedures to calibrate officer discretion for release on personal recognizance. The medical clearance requirement has improved with all NDOC districts. Prisoner transport operation started on August 26, 2022 to improve officers calls for service response. Continue to work on both policies with research, stats and updating the policies.

Employee empowerment: 272 hours of proficiency and continuing education hours were completed for commissioned personnel; 40 hours of continuing education has been identified for PSTO personnel for APCO certification. Each area of focus in our training calendar for the quarter complies with BIA 638 contract, AZPOST, NPOST and continuing education requirements. Most Police Officers have completed their quarterly firearms qualification in handgun, shotgun and rifle. PSTOs continue to obtain training and update information on UCJIS certification for personnel.

Infrastructure and Capital Investment: The camera surveillance system at Shiprock PD has been installed and in working order with exterior and interior cameras. Used several times on security on property. The fencing project for the building quote to Sierra Fencing was processed for fencing materials and waiting on fencing installation on property.

NPD Personnel continue to recruit police officers and PSTOs in the field. As well as participating in the Joint Recruitment with Fire and EMS; photo for media release on bill board. Received

three assessed applications for the open Public Safety Telecommunications Operator positions and going through the background process.

Project #1: E 9-1-1 Program. Standing by for supplemental funding from ARPA funds to complete consolidation and deployment of a centralized public safety E 9-1-1 program. Consolidation study funded and moving forward.

Proactive activities in the schools: walk throughs of the schools, patrolling school zones, doing security checks and presentations.

Quarterly Inspections at all police districts.

#### Challenges

Poor radio communications in the western region of the district since 2021. This area is in the Blue Gap area where Little Black Spotted Repeater does not work. The local repeater has been out since 2017 and the Rock Point repeater is very spotty.

At times, Social Services are not responding to immediate calls where their services are required at police service calls and the responsibility of juvenile children are being put back on the responding police officers or families that are willing to take these children into their homes and wait for Social Services to respond.

Trying to distinct form Police reports that have been received of possible missing people and the finding that these reported missing people are willingly leaving due to entering into rehabilitation treatment housing centers or other reasons.

Closure of NDOC. As of June 2021, NDOC-Shiprock has been closed. There is no report on replacement or tangible solution for the middle to short term. The closure has resulted in offenders detained and arrested for DUIs, public nuisance and other non-mandatory arrest criminal violation to be released in the field to responsible parties. As there is no assistance from corrections component, NPD is absorbing the transport and overtime costs for mandatory arrest transports to Chinle or Kayenta. A round trip travel time of four hours and 30 minutes to 90 minutes of on scene investigation time which adds up to five hours total for one arrest. This results in up to two officers engaged in mandatory arrest transports at any given time causing our available officers to respond to calls to be reduced by, at times, 2/3, and doubles the time for our response to critical incidents. At present it is not uncommon to have only a single officer responding to critical incidents resulting in officer safety issues. The closure has immensely increased our risk liability for the safety of NPD personnel, taxing our equipment and safety of those placed in our care or custody. The district transport operation plan did consist of two

police recruits, now the police recruits are in the academy. Officers are team-working with one shift to another on transports to Kayenta Department of Corrections on a daily basis.

The Shiprock Police district currently has a full-time prosecutor. The last three quarters, the new prosecutor has been educating herself with cases and officers. The turnaround for a search warrant affidavit continues to hamper our ability to take aggressive action in cases. With a local prosecutor, there is progress relating the approval of criminal complaints for filing, assisting with search warrants, prosecutive opinions, consultation on critical incident review and direct interaction with officer based in different areas on and off the Navajo Nation. Our ability to directly coordinate with prosecutors has improved with a juvenile prosecutor who has joined the prosecutor's office to better help the community within this quarter. She is educating himself with cases and the officers.

The closure of Navajo Nation programs citing COVID risk. Despite direction from the COVID-19 Worksite Safety Guidelines, many government programs are still locking citizens out from the services that are vital to service to our community. The NPD has not locked its doors, operate in conditions which are compliant with the Guidelines and the flexibility allowed under the current health orders. As a partner in the criminal justice process, we cannot efficiently perform to the levels required by our community if we do not have access to the courts, social service or prosecutors. We are receiving more public intakes for court related concerns and social service concerns. Suspected child abuse and neglect is a partnership investigation but since COVID, the action based on reporting has become a patrol function as opposed to a partnership function. Efforts to make better the conditions of locked facilities to the public and securing and increased commitment of assistance from our partner programs have proven difficult. This increased pressure to meet the needs of our community when partner programs are locking their doors to citizen access routes them to us because NPD doors are not locked and our public can speed with us in-person.

Police vehicle breakdowns: On a weekly basis, standby units are being utilized on a daily basis. A unit maybe used for 16 hours daily and our department continuously work with Fleet Management on repairs to police unit with high mileages. We continue to work with Fleet Management body shop on the police vehicle in need of repairs, this a timely process to complete their return into the field for use.

Service contracts: The district has completed procurement services for police recruit lodging, copier service, building maintenance and other non-tangible labor related activities less than \$1000.00. Each service contract requires 40+ hours of department level time to complete and navigate through 164B process. These hours to not include the separate hours required for 6B review by the different programs and departments. Just as there is a "small goods purchase" procurement procedure, the Nation needs to consider adopting a "small service agreement" that

is streamlined to allow more efficient procurement of services that are less than \$1000.00. The hours we are spending processing a current small service agreement significantly exceeds the cost of the contract itself.

Our Officers are busy but we still try to keep them motivated and informing them of their health and mental wellness.

Ensure all commissioned personnel have trainings that will benefit themselves, as well as staying in compliance with the BIA 638 contract.

#### **Key Meetings**

- 1. Assisted with funeral escorts for Peterson Zah and Ben Shelley
- 2. Continuous meetings with Navajo Nation: Law and Order Committee, Navajo Nation Chapters.

#### NPD Chinle District

The purpose of the Navajo Police Department is to enforce all Navajo Nation laws within the territorial Jurisdiction of the Navajo Nation, as defined by the Title N.N.C. S254 7 18 U.S.C. S1151, to provide effective and efficient law enforcement services on a twenty-four (24) hour basis to protect life and property, and to screen all police personnel to determine their level of enforcement skill and knowledge and provide them with the necessary law enforcement education to achieve full potential as Navajo Nation law enforcement officer. The application of these objective are subject to availability of funds.

Goal Statement	Program Performance Measure/Objective
Increase manpower by recruiting hiring.	Three (03) Recruit Drives per quarter.
Establish Positive Community Relations.	Provide at least (6) presentations quarterly at chapter meetings, gatherings, schools and businesses.
Provide law enforcement services to the (16) chapters within Chinle Agency.	Respond to 9,500 calls for service quarterly.
Maintain personnel annual training requirements.	Each personnel attain a minimum of (10) hours of training quarterly.
Establish proactive enforcement by utilizing intelligence (data).	Conduct (6) operations quarterly, addressing juvenile laws, alcohol, drugs and fugitives from justice.

### NPD Crownpoint District

The purpose of the Navajo Police Department is to enforce all Navajo Nation laws within the territorial Jurisdiction of the Navajo Nation, as defined by Title N.N.C §254 & 18 U.S.C. §1151, to provide effective and efficient law enforcement services on a twenty-four (24) hour basis to protect life and property, and to screen all police personnel to determine their level of law enforcement skills and knowledge and provide them with the required law enforcement education to achieve full potential as Navajo Nation Police Officers. The application of these objectives are subject to the availability of funds.

Goal Statement	Program Performance Measure/Objective
Provide (6) public safety awareness within communities.	Establish and implement community outreach program.
To report call for services at least (8,000) on a quarterly basis.	Report Law Enforcement statistics of service provision.
Training requirements of ten (10) training hours for (28) commissioned officers on a quarterly basis.	Ensure forty (40) hours training compliance mandated by certifying agencies.
Conduct four (4) selective enforcement per quarter.	Maintain selective enforcement in areas of community needs.
Service of court document receive from the Navajo Nation Courts before the due date.	Service of court documents in accordance of control scope of work and court rules of procedures.

## NPD Kayenta District

The purpose of the Navajo Police Department is to enforce all Navajo Nation laws within the territorial jurisdiction of the Navajo Nation, as defined by Title 7 N.T.C §254 7 18 U.S.C. §1151, to provide effective and efficient law enforcement services on a twenty-four (24) hour basis to protect life and property, and to screen all police personnel to determine their level of law enforcement skills and knowledge and provide them with the required law enforcement education to achieve full potential as Navajo Nation Police Officers. The application of these objectives are subject to the availability of funds.

Goal Statement	Program Performance Measure/Objective
To be proactive with drunk driving enforcement: (28) operations per quarter.	Conduct DUI checkpoints in high DUI crash areas within Kayenta police district.
To focus policing strategies on alcohol, drugs, speeding. (6) operations per quarter.	Conduct hotspots patrol focused deterrence and temporal/spatial crackdowns in Kayenta District.
To establish community policing and problem-oriented policing initiatives: (36) operations per quarter.	Engage community meetings, community involvement, problem analysis and partnerships.
Validate Kayenta Peace Officers In-Services: (10) hour trainings per officer per quarter.	Complete Commission personnel Certified Training.

Inspect Kayenta staff, vehicles, equipment and	Complete Kayenta District personnel and Vehicle
certifications: (1) per quarter.	Inspections.

### NPD Shiprock District

The purpose of the Navajo Police Department is to enforce all Navajo Nation laws within the territorial jurisdiction of the Navajo Nation, as defined by Title 7 N.T.C §254 and U.S.C. §1151, to provide effective and efficient law enforcement services on a twenty-four (24) hour basis to protect life and property, and to screen all police personnel to determine their level of law enforcement skills and knowledge and provide them with the required law enforcement education to achieve full potential as Navajo Nation law enforcement officers. The application of these objectives are subject to the availability of funds.

Goal Statement	Program Performance Measure/Objective
To be proactive with drunk driving enforcement: (6) operations per quarter.	Conduct DUI checkpoints in high DUI crash areas within Shiprock police district.
To focus policing strategies on alcohol, drugs, speeding, etc.: (6) operations per quarter.	Conduct hotspots patrol, focused deterrence and temporal/spatial crackdowns in Shiprock District.
To establish community meetings, community involvement, problem analysis and partnerships.	Engage in community meetings, community involvement, problem analysis and partnerships.
Validate peace officer In-Services: (10) hours training per officer (28) per quarter.	Complete commission personnel certified training.
Inspect Shiprock staff, vehicles, equipment, and certifications: (1) per quarter.	Complete Shiprock District personnel and Vehicle Inspections.

### NPD Tuba City District

The purpose of the Navajo Police Department is to enforce all Navajo Nation laws within the territorial Jurisdiction of the Navajo Nation, as defined by Title 7 N.N.C §254 and U.S.C. §1151, to provide effective and efficient law enforcement services on a twenty-four (24) hour basis to protect life and property, and to screen all police personnel to determine their level of law enforcement skills and knowledge and provide them with the required law enforcement education to achieve full potential as Navajo Nation law enforcement officers. The application of these objectives are subject to the availability of funds.

Goal Statement	Program Performance Measure/Objective
To be proactive with drunk driving enforcement: (4) operations per quarter.	Conduct DUI checkpoints in high DUI crash areas within Tuba City police district.
To focus policing strategies on alcohol, drugs, speeding, etc.: (4) operations per quarter.	Conduct hotspots patrol, focused deterrence and temporal/spatial crackdowns in Tuba City District.

To establish community policing and problem-oriented policing initiatives: (6) operations per quarter.	Engage community meetings, community involvement, problem analysis, and partnerships.
Validate Tuba City District Peace Officers In-Services. (10) hours training per officer per quarter.	Complete Commission personnel Certified Training.
Inspect Tuba City District staff, vehicles, equipment and certifications: (1) per quarter.	Complete Tuba City District personnel and Vehicle Inspections.

### NPD Window Rock District

The purpose of the Navajo Police Department is to enforce all Navajo Nation laws within the territorial Jurisdiction of the Navajo Nation, as defined by Title N.N.C §254 & 18 U.S.C. §1151, to provide effective and efficient law enforcement services on a twenty-four (24) hour basis to protect life and property, and to screen all police personnel to determine their level of law enforcement skills and knowledge and provide them with the required law enforcement education to achieve full potential as Navajo Nation law enforcement officers. The application of these objectives are subject to the availability of funds.

Goal Statement	Program Performance Measure/Objective
To be proactive with drunk driving enforcement: (6) operations per quarter.	Conduct DUI checkpoints in high DUI crash areas within Window Rock Police District.
To focus policing strategies on alcohol, drugs, speeding, etc.,: (6) operations per quarter.	Conduct hotspot patrol, focused deterrence and temporal/spatial crackdowns in Window Rock District.
To establish community policing and problem-oriented policing initiatives: (8) operations per quarter.	Engage community meetings, community involvement, problem analysis, and partnerships.
Validate Window Rock Peace Officer In-Services: (10) hours training per quarter.	Complete commissioned personnel Certified Training.
Inspect Window Rock District personnel and vehicle inspections.	Complete Window Rock District personnel and vehicle inspections.

### NPD Dilkon District

The purpose of the Navajo Police Department is to enforce all Navajo Nation laws within the territorial Jurisdiction of the Navajo Nation, as defined by Title 7 N.N.C §254 7 18 U.S.C. §1151, to provide effective and efficient law enforcement services on a twenty-four (24) hour basis to protect life and property, and to screen all police personnel to determine their level of law enforcement skills and knowledge and provide them with the required law enforcement education to achieve full potential as Navajo Nation law enforcement officers. The application of these objectives are subject to the availability of funds.

Goal Statement	Program Performance Measure/Objective
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To be proactive with drunk driving enforcement: (6) operations per quarter.	Conduct DUI checkpoints in high DUI crash areas. Use intoxilyzer machine for BrAC
To focus policing strategies on alcohol, drugs, speeding, etc.,: (6) operations per quarter.	Conduct hotspots patrol, focused deterrence and temporal/spatial crackdowns in Dilkon District.
To establish community policing and problem-oriented policing initiatives: (8) operations per quarter.	Engage community meetings, community involvement, problem analysis, and partnerships.
Validate Dilkon Peace Officers In-Services: (10) hours training per quarter.	Complete commission personnel Certified Training.
Inspect Dilkon staff, vehicles and certifications: (1) per quarter.	Complete Dilkon District personnel and Vehicle Inspections.

## **NPD Support Services Program**

The purpose of the Navajo Police Department is to enforce all Navajo Nation laws within the territorial jurisdiction of the Navajo Nation, as defined by Title 7 N.N.C §254 and U.S.C. §1151, to provide effective and efficient law enforcement services on a twenty-four (24) hour basis to protect life and property, and to screen all police personnel to determine their level of law enforcement skills and knowledge and provide them with the required law enforcement education to achieve full potential as Navajo Nation law enforcement officers. The application of these objectives are subject to the availability of funds.

Goal Statement	Program Performance Measure/Objective
TRAINING: Coordinate Fleet Manager Software Training.	Train eight (8) NPD personnel on Fleet Manager module certification, two (2) FTE per quarter.
TRAINING: Coordinate Asset Manager Training.	Train eight (8) NPD personnel on Asset Manager Software, two (2) FTE per quarter.
INVENTORY: Coordinate FYÕ23 Ô638 Bi-Annual Inventory.	Complete Police, CI and Correction non-captial assets inventories, two (2) districts per quarter.
INVENTORY: Update Police Sensitive Equipment.	Complete Police Fixed Asset equipment inventory, two (2) districts per quarter.
TRAINING: Update RMS Software Inventory.	Completed Data Conversion to new Pro Phoenix Software to track personal property. One (1) District per quarter.

## **Department of Criminal Investigation**

The purpose of the Navajo Department of Criminal Investigations is to provide effective and efficient criminal investigative services within the territorial jurisdiction of the Navajo Nation as defined by Title 2 N.N.C. § 1151 on a twenty four (24)-hour basis. The application of these objectives are subject to the availability of funds.

Goal Statement	Program Performance Measure/Objective
Number of criminal cases received and opened.	Respond to reported major crimes occurring on the Navajo Nation.
Number of criminal cases closed and/or suspended.	Investigations of major crimes occurring on the Navajo Nation.
Number of cases referred to the United States Attorney.	Refer cases to United State Attorney for Federal Prosecution.
Number of cases referred to Navajo Nation Prosecutor's Office.	Refer cases to the Navajo Nation Prosecutor's Office for Tribal Prosecution.
Meet training requirements for thirty-seven (37) Commissioned Officers	Obtain training hours per commissioned officer in accordance with the BIA P.L. 93-638 requirements.

### Major Accomplishments

During the second quarter (Jan – Mar) NDCI assisted with emergency responses to Navajo Nation communities that were experiencing hardship due to inclement weather.

NDCI and Sponsor, Council Delegate Vince James succeeded in increasing its civilian pay through the passing of legislation through LOC, HEHS, and B & F committees.

#### Challenges

In 2018, the Navajo Nation Council amended the coroner system to start a Department of Medical Examiners that left NDCI without authority to certify deaths. The challenges throughout the second quarter were to resolve the issue of who is to be responsible of certifying deaths for the Navajo Nation.

The Director of NDCI is the designated Chair of the Diné Action Plan (DAP) Advisory Group and was challenged throughout the second quarter with no participation from the HEHS, NABI, NDPS Director, Chief of Police, Navajo Nation Youth Council, Navajo Nation Women's Commission, and Navajo Nation Government Development

### Key Meetings

- 1. 1/18 NDCI met with BIA OJS leadership on Technical Assistance issues.
- 2. 3/01 NDCI met with LOC members on its Needs and Wants list.
- 3. 3/08 NDCI met with NPD, Navajo Nation Prosecutors, and the AZ AUSA on Violent Crimes.
- 4. 3/09 NDCI met with NPD, FBI, and NM AUSA on issues of communication and training.

5. 3/28 – NDCI met with LOC on procedures involving death investigations.

### **Department of Internal Affairs**

The purpose of the Navajo Department of Internal Affairs is to ensure the integrity and the professionalism of the Navajo Division of Public Safety and its employees by establishing procedures for handling personnel matters, complaints, and disciplinary actions.

Goal Statement	Program Performance Measure/Objective
Review and Investigate complaints against Navajo Division of Public Safety personnel.	Conduct preliminary and full investigation of major and minor allegations of misconduct.
Maintain Law Enforcement Certification for (4) commission personnel.	Obtain training hours for commissioned personnel in accordance with BIA P.L. 93-638, AZ and NM state.
Background investigations for new hires, 5 yr background, Navajo Nation and US Attorneys Office.	Conduct background investigations on request to outside departments and agencies.
Personnel equipment and vehicle inspection.	Conduct (1) inspection per quarter: to identify outdated or needed equipment.
Round table discussion with BIA on serious complaints/investigations, latest case laws and training.	Engage in talks with BIA Internal Affairs Division.

### Major Accomplishments

- 1. Supervisor promotion finalized
- 2. Provided Police Services for Navajo Nation Inauguration with no issues (01/10/23)
- 3. Provided Police Services for visit of U.S. Secretary of Interior Deb Haaland (01/22/23)

#### Challenges

 Slow process on filling vacant positions with Dept. of Personnel Management (Job Vacancy Announcement – Police Sergeant / Office Specialist)

#### Key Meetings

- 1. 01/10/23 Provided Police Services for Navajo Nation Inauguration
- 2. 01/22/23 Provided Police Services for U.S. Secretary of Interior Deb Haaland
- 3. 01/25/23 Provided training to police cadets on Ethic & Professionalism
- 4. 02/23/23 Provided training to police cadets on Officer Rights/Office Involved Shooting
- 5. 03/01/23 Law & Order Committee meeting Leadership Meeting (Dept. Presentation)

## **Department of Corrections**

The Navajo Department of Corrections throughout the Navajo Reservation provide on-going services to all individuals who require detention placement within the jurisdiction of the Navajo Nation as defined by 7 N.N.C. and 18 U.S.C. §115. The Department of Correction will provide and ensure the health, safety and well being of all individuals with the set local and national mandates.

Goal Statement	Program Performance Measure/Objective
Train staff to operate the Correction Facilities based on Standard Polices and Procedures.	Proving training to 100% of Corrections Officers on policies, rules, standards & procedures.
Train staff on the prevention of suicides within the facility.	Staff 100% of Corrections Officers on suicide assessments, prevention & intervention.
To increase awareness among detainees of substance abuse and mental health.	Detainees charged who are charged with substance abuse will be referred to DBMS or assessment and treatment.
To decrease recidivism rates among repeat offenders.	100% of all inmates will be provided an opportunity to participate in self awareness/development skills while in the correctionÕs facility.
Detainees will complete court ordered community services in the facility.	100% of all court ordered detainees will be assigned to participate in community services, i.e., cleaning, laundry and other duties as assigned in the facility.

### Major Accomplishments

Detention Services Adult: 5,561 adult individuals were served this quarter from across the five-adult detention/corrections districts. All required incarcerated individuals received basic hygiene, nutrition and were referred for assessment and intervention services from local resources. 1,345 hours of community services were completed by individuals as part of their court orders. 494 individuals received counseling and 539 individuals participated in-group sessions lead by faith-based organizations to address issues of alcohol and substance abuse. Their participation in these individual and group sessions are voluntary. Nine adult individuals participated in the Reentry program and completed the program in March 2023. The NDOC are recruiting for a second session of 12 weeks to begin April 11, 2023.

Detention Services Juvenile: 72 youth offenders were served this quarter from across two juvenile detention districts. These individuals were given basic hygiene supplies, nutrition, referred for assessment and intervention services from local resources. 11 individuals received counseling and 0 of these individuals participated in-group sessions lead by faith-based organizations to address issues of alcohol and substance abuse. 41 hours of community services were completed by court order. The direct services remain very minimal following the COVID 19

pandemic and its variants. This pandemic resulted in few providers willing to come back into the detention facilities.

The Special Diabetes Program: Coordination efforts with the Special Diabetes Programs has been successful in starting up on sight exercise programs in the Adult Detention Centers. The program includes nutrition education, exercise and learning about healthy snacking. The Special Diabetes Program Coordinators who provide the onsite services will provide health snacks as part of their teaching and purchases of sports equipment to be used on site with the inmate population. The inmate population who are participating look forward to these weekly classes and it has been positive as a morale booster for them.

The Capacity Builders Incorporated: they are geared up and returned to providing fatherhood and opioid education and prevention services within the Adult Detention facilities. These services are necessary to prepare adult offenders an opportunity at success in their recovery as they return to their communities. Other services include; substance abuse prevention education, financial and budgeting, anger management, fatherhood, parenting and social skills development.

Reentry Program for Adult Inmates: DOC is partnering with Capacity Builders Inc, to develop on onsite program within the Tuba City Adult Correctional facility for a reentry program. There are 15 jail beds reserved to serve to house individuals from other districts who enroll in this program. A request was made to the OPVP to fund a case manager position to assist with coordination of services for this unit, however, the funding was denied. DOC will have to use a Corrections Officer to assist in the role until such time this program can be funded. The goal with this initiative is to resolve the issue around the 2015 USDOJ Audit Findings. DOC has been able to address 8 of the 9 findings and has the last to complete closure of the findings. When this reentry program is approved by the Bureau of Justice Assistance, the audit GR-15-60-015 will officially be closed.

Judicial and Public Safety Facilities Replacement: DOC continues to work with the Shiprock, Window Rock Judicial and Public Safety teams in the planning for replacement of the facilities. The planning has been very slow due to the need for funding and the denial to obtain funding through the American Rescue Plan Act (ARPA). There is limited funds available to move these projects.

This quarter the DOC administration received partial contract renewals of the adult and juvenile detention services programs, due to changes that were made in the Scope of Work, the BIA/OJS did a partial declination of these contracts. The program was not provided the opportunity to negotiate based on the actual need for services based on historic data up to 2022. In regards to the declinations, the Navajo Department of Justice submitted letters for both programs to point

out the timelines that were missed by the BIA/OJS in responding to the Nation's submittal of the contract renewal documents. The BIA refused to resend its letter on the partial declinations and have requested word copies of the nations 638 model Contract and Annual Funding Agreement documents: it is not clear how this partial contract declination will be handled.

Northern Arizona State University will be delivering 18 iPads for inmate use for tele-health services within Correctional facilities and for programming and teaching programs for inmates. This is exciting since DOC itself does not receive funds for programming and must seek resources outside of the nation to get services to the inmate population.

The 105(1) Lease plus Operation and Maintenance is a new development to lease back facilities to the BIA and to request operation and maintenance funds. This would be an exceptional opportunity for public safety to obtain funds to maintain its buildings and support the longevity for the new buildings. DOC submitted a letter to the Office of Facilities, Property, and Safety Management, Reston, Virginia in September 2022. After the spring orientation in February, DOC has stated to collect building titles, locations and measurements for each building. 638 contract numbers have been obtained and draft letters will be sent to OPVP, the department is working with its project managers to develop an RFQ to hire a consultant to assist in completing valuation studies to determine its value, and be used for a contract for lease back to the BIA.

March 2023 two orientations were held with the Law and Order Committee. All DPS departments were given an opportunity to present on three needs and three needs of the program and provide a brief orientation. DOC provided a binder which included statistics for the past six years, a detailed report of the Consent Decree of 1997 and the Audit Report on GR-60-15-015.

### Challenges

- 1. Vehicles: DOC has high mileage vehicles which are unsafe to be driven for long distances due to lack of funds. Funds under 638 does not cover purchases on new units. Currently there are over 23 transport and administrative vehicles.
- 2. Funding: the 638 contracts with BIA does not provide adequate funds to safely run the detention facilities on the Nation. in addition to limited funding, BIA provides funding in increments, which causes problems in running a much-needed program. The department continuously has to juggle funds to ensure there are enough funds to pay for operation costs which include: food for the inmates, providing uniforms yearly for the Officers, pay for Holiday/overtime pay. The Nation provides a little over \$700,000 to provide operation and maintenance of these facilities and often is a waiting game to fix repairs and to address other needs.

- 3. Purchasing: contracts to complete small repairs within the correction facilities is a cumbersome and long drawn out process. Repairs of heating, ventilation and cooling systems have to idle waiting for repairs while contracts are going thru the 164 process. The problem arises when reviews are done at the OMB where policies and procedures are not clear, it is treated like a grant and comments are based on grant procedures. DOC has asked for meeting to address this issue, and use of first in, first out.
- 4. Each Correctional facility is operating with limited staff and not meeting the inmate to staff ratio that is required by American Corrections Association (1 Officer to 3 inmates). 105 Officer positions are filled and 43 are vacant: the challenge is advertising and the processing of hire, some applicants are withdrawing or declining the job offered due to the lengthy time of waiting.

#### DOC Tohatchi Juvenile Detention Center

The Navajo Department of Corrections throughout the Navajo Reservation provides on-going services to all individuals who require detention placement within the jurisdiction of the Navajo Nation as defined by 7 NNC and 18 USC Section 115. The Department of Corrections will provide and ensure the health, safety and well being of all individuals with the set local & national mandates.

Goal Statement	Program Performance Measure/Objective
Train staff to operate the Corrections Facilities based on Standard Policies and Procedures.	Provide training to 100% of Corrections Officer on policies, rules, standards and procedures.
Train staff on the prevention of suicides within the facility.	Staff 100% of Corrections Officers on suicide assessments, prevention and intervention.
To increase awareness among detainees of substance abuse and mental health.	Detainees who are charged with substance abuse will be referred to DBMS for assessment and treatment.
To decrease recidivism rates among repeat offenders.	100% of all inmates will be provided an opportunity to participate in self awareness/development skills while in facility.
Detainees will complete court ordered community services in the facility.	100% of all court ordered detainees will be assigned to participate in community services; i.e., cleaning, laundry and other duties as assigned in the facility.

### **NPD Training Academy**

The purpose of the Navajo Police Department is to enforce all Navajo Nation laws within the territorial Jurisdiction of the Navajo Nation, as defined by Title N.N.C §254 & 18 U.S.C. §1151, to provide effective and efficient law enforcement services on a twenty-four (24) hour basis to protect life and property, and to screen all police personnel to determine their level of law

enforcement skills and knowledge and provide them with the required law enforcement education to achieve full potential as Navajo Nation law enforcement officers. The application of these objectives are subject to the availability of funds.

Goal Statement	Program Performance Measure/Objective
Basis Police Recruit training.	Conduct (1) basic police recruit training academy class per quarter.
Community engagement activities.	Conduct two (2) community police engagement activities per quarter.
Police Officer's Certification; Advanced Officer Training (AOT)	Conduct three (3) AOT proficiency and/or continuing, sustainment trainings per quarter.
Police Officers Training File Audits.	Conduct ten (10) random training folder audits per quarter for Peace Officer certification and Law Enforcement contract compliance.
NPTA Staff Development training.	Provide Navajo Police Training Academy instructor development training; two (2) per quarter.

# **Department of Emergency Medical Services**

The Navajo Department of Emergency Medical Service is a dedicated, progressive service focused on quality care. Expanded advanced life support capabilities and transport services are pre-eminent. The department consists of a well-organized structure of dedicated personnel determined to provide elite services within the Territorial jurisdiction of the Navajo Nation as defined by Title 7 N.C.C.

Goal Statement	Program Performance Measure/Objective
Shall maintain at least (30) minutes response per quarter.	To provide adequate response time to scenes, for regular overtime emergency call.
Shall maintain at least (30) minutes response per quarter.	To provide adequate response time to scenes, during Special Assignments emergency call.
Shall provide qualified and licensed EMT per shift assignments for service calls at least (3,500) per quarter.	To provide qualified EMTÕs (One Driver/One Provider) to respond to at least (14,000) calls per year.
Complete at (175) calls for services during (8) Navajo Nation Fairs and other assignments.	Provide emergency medical service during (8) Navajo Nation Fairs and other assignments.
Shall maintain at least (30) minutes response per quarter with fueled ambulance.	To provide adequate fueled ambulances for overtime emergency medical calls.

### Major Accomplishments

EMS has instrumentally has implemented its electronic patient care report system to better track and enhance its data collectively of EMS calls across the Navajo Nation. It has been 3 months since the implementation and it has been going well.

EMS continues to provide emergency medical coverage and expansion. EMS recently met with Ganado first responders and Sage Memorial hospital for its expansion to provide EMS services within the Ganado area and surrounding communities.

EMS is providing an advance EMT class for its employees, where employees are doing well and advancing within their career. The course is scheduled to be completed by May 2023.

#### Challenges

EMS is challenged with the 164-review process and the review time, this has caused some delays in implementing services and equipment. In addition, OR reviews by OOC for replacement of equipment, supplies and maintenance.

#### Key Meetings

- Provided presentation and continuous updates are provided to oversight committee of Law and Order.
- 2. EMS Recruitment and PR Team continue to provide presentations at schools, job fairs and community events.

## **Department of Emergency Management**

The purpose of the Navajo Department of Emergency Management is to provide effective and efficient emergency management services on a 24 hour basis to everyone within the territorial jurisdiction of the Navajo Nation, as defined by Title 7 N.N.C. §254 and 18 U.S.C. §1151. An objective of the department is coordination such services with other Navajo Nation divisions, departments, programs and local communities as well as other tribal, state and county organizations.

Goal Statement	Program Performance Measure/Objective
Conduct three (3) program orientation per quarter.	Promoting Program Services – Community outreach, presentations.

Conduct awareness and presentations regarding CERT, ATV training, Amber Alert and ICS.	Promote emergency, preparedness and safety through CERT, ATV training, Amber Alert, ICS.
Respond to emergencies, provide direct services to Navajo Nation communities.	Provide direct support, technique assistance to Public Safety and Chapters.
Close out FEMA Project Worksheets, issue reimbursements checks.	Close out FEMA Disaster Grants.
Conduct in-service training for staff – cross training.	In-service trainings, refresher training.

### Major Accomplishments

- Coordination for the 2023 Snowfall Storm, Joint Damage Assessment conducted with FEMA, A Major Disaster Application was completed and sent to FEMA for possible Major Disaster Declaration.
- 2. Promoting Program Services-Community outreach, presentations
- 3. Provide direct support, technical assistance to Public Safety and Navajo Nation Chapters
- 4. Hire 1 temporary staff to support department

#### Challenges

- 1. Department funding and program vehicles.
- 2. Department only has a staff of 2 employees, 1 temporary and 1 delegated supervisor overseeing the program.
- 3. No water and waste water hook up services for office.
- 4. No heating and cooling (HVAC) system for office.

#### Key Meetings

- 1. Meeting with some Navajo Chapters regarding weather related issues, flooding and snowfall,
- 2. Meeting/presentation with DCD Administrative Support Center regarding emergency expenditure documentation for possible reimbursement.

#### Recommendations

1. Need additional funding to hire staff and funds to support the day-to-day operations.

### **DEM Disaster Assistance Fund**

The purpose of the Navajo Department of Emergency Management is to provide effective efficient emergency management services on a 24-hour basis to everyone within the territorial jurisdiction of the Navajo Nation, as defined by Title 7 N.N.C. 254 and 18 U.S.C. 1151. An objective of the department is coordinating such services with other Navajo Nation divisions, departments, programs and local communities as well as other tribal, federal, state and county organizations.

Goal Statement	Program Performance Measure/Objective
Respond to emergencies, provide direct services to Navajo Nation communities.	Provide direct support, technique assistance to Public Safety and chapters.
Conduct awareness and presentations.	Promote emergency preparedness and safety trainings.
Commission on Emergency Management meetings.	Attend quarterly CEM meetings.

## Department of Fire & Rescue Services

The purpose of the Navajo Department of Fire and Rescue Services is to safeguard the public welfare and to protect the life, health and property of individuals from improper storage, handling and use of hazardous materials and to reduce the number of fires and fire damage within the territorial jurisdiction of the Navajo Nation, as defined by Title 7 NTC 254 and 18 U.S.C. §1151 and to provide fire safety education programs. The application of these objectives are subject to the availability of funds.

Goal Statement	Program Performance Measure/Objective
We shall improve our reaction time no less than (10) minutes per quarter.	To minimize on reaction time (fire suppression, rescue, medical).
To increase the number of personnel to adequately respond to an incident.	Adequately deployment of personnel to emergency calls.
We shall provide (24) fire prevention/safety classes to the community.	To reduce the number of fires (structure fires, wild land, trash) on the Navajo Nation.
Shall provide training for firefighter in-house and state certification.	To maintain Standard for Professional Qualifications for Firefighter needs
Shall conduct continuous fire inspections per quarter.	To enforce Fire Inspections and Life Safety Fire Inspections.

### Major Accomplishments

**Personnel.** Hired five (5) firefighter recruits who have been assigned to Chinle, Ojo Amarillo, Twin Arrows, and Fort Defiance. Three (3) others have applied with one (1) resignation, one (1) unfavorable background check, and one (1) still pending for Tuba City. Hired one (1) Senior Firefighter for Ojo Amarillo fire station. He should be starting in January; we are waiting for paperwork to be processed.

General Wage Adjustment. Pending budget revision request (BRR) with Office of Management and Budget. Update: BRR was processed and waiting for input. Individual assessments were turned into Department of Personnel Management (DPM) this quarter. Update: Waiting for final salary adjustments to the new pay plan. All personnel that had pending background checks are now completed and up to date.

Equipment. We have also completed a total of six (6) bids for equipment needs, a total of two (2) will be re-advertised: (12) UTV / (6) ATVs, (80) PPE (Turnouts) full set, (40) Thermal Imaging Cameras. Update: BIDs were awarded with BRR completed and waiting for PO's. (8) Cascade refill stations. Update: Waiting for 164 processes. New extrication tools were purchased. A total of eight (8) were purchased, currently waiting for Navajo Nation Property to tag the equipment. Update: Equipment all assigned and completed. New Air Monitors were purchased. A total of forty (40) were purchased currently distributed throughout the department. Update: Equipment all assigned and completed. Office of Miss Navajo has requested assistance with a project that assists elderly that need firewood this winter. This project is very successful in achieving the goal of providing firewood to those in need. A total of 10 flatbed loads of wood were gathered, split, and distributed in the following chapters: Fort Defiance, Wide Ruins, Klagetoh, Ganado, Cornfield, Many Farms, Chinle, Tuba City.

### Challenges

- 1. Budget: What was not process from last year's invoices and PO's not paid is affecting this year's budget.
- 2. We need immediate assistance from Capital Projects to get our fire stations improved with additional bays and office space.
  - Update: CPMD agreed and signed acknowledgment memo to allow fire dept. to initiate and complete construction.
- 3. District Fire lieutenants need more formal fire officer development training, fire officer course is being planned and to be completed this year.
  - Update: Pending by gathering course outline and timelines.

### Key Meetings

- 1. With the pandemic still in effect, outreach to the community has been difficult to achieve. Some schools and other businesses had reached out to us but with limited internet, community members are lacking taking advantage of free classes.
- 2. Public relations have increased through the Office of Miss Navajo, CPMD, and Navajo HOC.
- 3. Department will continue to reach out and increase public fire safety awareness.
- 4. 24-Fire Prevention/safety classes to the community
- 5. 24-Fire and Life Safety facility Inspections

## **DPS Special Revenue Gaming**

The purpose of the Navajo Police Department is to enforce all Navajo Nation laws within the territorial Jurisdiction of the Navajo Nation, as defined by Title N.N.C. S254 & 18 U.S.C S1151, to provide effective and efficient Law Enforcement services on a twenty-four (24) hour basis to protect life and property, and to screen all police personnel to determine their level of enforcement skills and knowledge and provide them with the necessary Law Enforcement education to achieve full potential as Navajo Nation Law Enforcement officers. The application of these objectives are subject to availability to the terms of the Department's Public Law 93-638 Contract.

Goal Statement Program Performance Measure/Objective		
Selective enforcement operations.	Engage in (8) selective enforcement operations (2) per quarter	
Participate in casino fire/evacuation drills.	Participate in (4) fire/evacuation (1) per quarter.	
Enforcement of Navajo Nation laws.	Provide two (2) officers during peak hours.	
Report call of service statistics.	tatistics. Respond to 1,000 calls of service.	
Community presentation	Provide (16) community presentations (4) per quarter.	

## **Division of Social Services**

Program	Enabling Resolution/Statute	
Division of Social Services Administration	HEHSCJA-02-20	
Chinle Child Day Care	HEHSCJA-02-20	
Fort Defiance Child Day Care	HEHSCJA-02-20	
Shiprock Child Day Care	HEHSCJA-02-20	
Navajo School Clothing Program	HEHSCJA-02-20	
Department of Family Services	HEHSCJA-02-20	

### **Division of Social Services Administration**

To implement the Navajo Nation's policies to ensure that essential human services are available to needy families and individuals living on or near the Navajo Nation and to others, where mandated by status and regulations.

Goal Statement	Program Performance Measure/Objective	
Ensure programs are in compliance with Human Resources guidelines & fill all vacant positions.	The Executive will review all programÕs human resource functions.	
Coordinate & enhance collaboration with Navajo Nation, Federal State and other entities to improve services to clients.	The Executive will attend consultations with state, federal agencies & other agencies.	
Improve communications and service delivery by upgrading the IT infrastructure at all service areas.	The Executive Information Systems staff will review & support 6 programs/departments for the use of technology infrastructures, bandwidth improvements, & all IT recommendations.	
Expand direct services and increase financial accountability through increased administrative support.	The Executive will review program financial management and direct service data.	
Expand direct services and focus on strengthening the family unit and family values.	Coordinate and facilitate family oriented initiatives involving all members of a family network.	

Under the leadership of the NDSS Executive Director, Mr. Thomas Cody and Deputy Division Director Ms. Marlinda Yellowman, the Navajo Division of Social Services is comprised of seven (7) programs and departments that provide social services, consistent with professional social

work ethics and values, and human services in accordance with Navajo cultural values to help reduce and alleviate hardship.

## Chinle Child Day Care

The purpose of the Navajo Nation Department of Child Care and Development is to increase the availability and quality of childcare services for income eligible parents who are working, attending job training or an education program and/or for children who have special needs or are under protective custody.

Goal Statement	Program Performance Measure/Objective	
Program income/revenue generated from family co- payments to be reinvested into the program.	Report quarterly revenue of \$4,000 or more from Child Care centers parent fees.	
Purchase & provide operating supplies to enhance literacy, culture, nutrition and physical activities at Child Care Centers.	(9) Child Care Centers will conduct 2 thematic activities per month on literacy, culture, nutrition & physical activities.	
Provide daily nutritional meals for am snack, lunch and pm snack @ (9) Child Care Ctrs.	186 meals & snacks served per quarter at all Child Care Centers.	
Compliance with all Health & Safety requirements for all child care center staff.	Each quarter supervisors are to conduct a review of 52 child care center staff to ensure that all requirements are met.	
Provide and maintain appropriate child enrollment number per child care center.	Provide child care services to 80 or more children per quarter.	

## Fort Defiance Child Day Care

The purpose of the Navajo Nation Dept. of Child Care and Development is to increase the availability and quality of childcare services for income eligible parents who are working, attending job training or an educational program and/or for children who have special needs or are under protective custody.

Goal Statement	Program Performance Measure/Objective	
Program income/revenue generated from family co- payments to be reinvested back into the program.	Report quarterly revenue of \$10,000 or more from Child Care center parent fee.	
Purchase & provide operating supplies to enhance literacy, culture, nutrition and physical activities at Child Care Centers.	Five child care centers will conduct 2 thematic activities per month on literacy/culture/nutrition/physical activities:Karigan, Little Miss Muffet, Leupp, Tuba City, Fort Defiance Child Care.	
Provide daily nutritional meals during am snack, lunch and pm snack at (5) child care ctrs.	186 meals and snacks served per quarter at (5) Child Care Centers.	

Compliance with all Health & Safety requirements for all child care center staff.	Each quarter supervisors are to conduct a review of 55 child care center staff to ensure that all requirements are met.
Provide & maintain appropriate child enrollment number per child care center.	Provide child care services to 120 or more children per quarter.

## Shiprock Child Day Care

The purpose of the Navajo Nation Dept. of Child Care and Development is to increase the availability, and quality of childcare services for income eligible parents who are working, attending job training or an educational program and/or for children who have special needs or are under protective custody.

Goal Statement	Program Performance Measure/Objective	
Program income/revenue generated from family co- payments to be reinvested back into program.	Report quarterly revenue of \$2,500 or more from Child Care center parent fees.	
Purchase and provide operating supplies to enhance literacy, culture, nutrition and physical activities at Child Care Centers.		
Provide daily nutritional meals for am snack, lunch, and pm snack @ four Child Care Ctrs.	186 meals and snacks served per quarter at four Child Care Centers.	
Compliance with all Health & Safety requirements for all child care center staff.	Each quarter, supervisors are to conduct a review of 42 child care center staff to ensure that all requirements are met.	
Provide and maintain appropriate child enrollment number per child care center.	Provide child care services to 65 or more children per quarter.	

## Navajo School Clothing Program

To implement the Navajo Nation's policies to ensure that essential human services are available to needy families and individuals living on or near the Navajo Nation and to others, where mandated by statue and regulations.

Goal Statement	Program Performance Measure/Objective	
Serve eligible Navajo children with an incentive for clothing and supplies for school.	Number of clothing stipends provided per quarter.	
Serve eligible Navajo children with emergency clothing assistance.	Number of emergency clothing assistance provided per quarter.	
Submit quarterly reports timely and accurately.	Quarterly reports will be submitted after each quarter.	
Quarterly Reports will be submitted after each quarter.	Annual report will be submitted after fiscal year ends.	

Provide training(s) to keep families informed of the	Training provided.
eligibility criteria and timelines.	

## **Department of Family Services**

To implement the Navajo Nation's policies to ensure that essential human services are available to needy families and individuals living on or near the Navajo Nation and to others, where mandated by status and regulations.

Goal Statement	Program Performance Measure/Objective	
To accept reports of suspected abuse / neglect of adults and elderlies.	Address to at least 50 reports of suspected abuse / neglect / exploitation cases.	
To provide protective services to adults and elderlies.	Complete 50 risk assessments, Investigate reports of suspected abuse, neglect and exploitation.	
To conduct home visits to complete interviews with adults or elderly on new referrals.	Complete 30 home visits per quarter.	
To enhance staff's training and development through evidence based and best practices.	Complete thirty training(s) per quarter.	
To accept reports of suspected abuse / neglect of adults and elderlies.	Address to at least 50 reports of suspected abuse / neglect / exploitation cases.	

### Major Accomplishments

#### **General Wage Adjustments**

- 1. DFS updated 19 DFS staff from the BJ scale to BQ scale; backpays for these 19 staff were submitted to Office of the Controller late in the quarter.
- 2. DFS submitted GWA PAFs for 36 staff on the BJ scale to by updated to the BQ scale to DPM for processing.

#### **Staffing**

- 1. DFS onboarded seven (7) new staff five in the field & two at administration.
- 2. DFS is awaiting OBI background clearance for six (6) new staff, including two high level positions at administrative level to assist with program and financial operations.

#### **Funding**

1. DFS established two (2) new business unit with two additional business units pending.

- 2. DFS submitted its FY24 Family Violence Prevention Service Act grant application for continued funding for its seven (7) subcontracted DV shelters.
- 3. DFS submitted appropriate justification to establish Fund Management Plan for use of Title IV-E funds reimbursed to the Nation; legislation is currently pending with HEHSC.

#### Collaboration

- DFS has engaged discussion with the Navajo Nation Police Department to discuss efforts to increase communication and lingering issues between CPS & NNPD. Conversations are ongoing.
- 2. DFS has engaged discussions with the Arizona State University School of Social Work for continued partnership with its DFS/ASU Title IV-E Agreement.
- 3. DFS is partnering with Utah Navajo Health Systems is transitioning operations of the DFS Northern Tree House domestic violence shelter to UNHS. Transfer is expected in April 2023.

### Challenges

- 1. Change of management no exit report or status of current affairs in program and fiscal operations from previous manager not left behind.
- 2. Timeliness of GWA PAFs for 24 staff still pending after four weeks. DFS continues to follow up with DPM almost daily for update on these GWA PAFs; little to no response from DPM is received.
- 3. DFS estimates over \$800,000 in unpaid bills and financial obligations from previous years. Records and invoices of these bills are unknown. DFS is requesting invoices for these unpaid bills as they are presented from vendors.
- 4. Staffing DFS has 52% staffing ratio. Issue in filling positions is funding availability. Although DFS has the funds to support vacant positions, BRRs are needed to move staff to other funding sources, which is to occur when 638 allocations/modifications are awarded to DFS.
- 5. Integration of EagleSun networks presented difficulties with program operations:
  - Access to JustWare was disabled, staff had difficulty retrieving information to complete court reports.
    - Processing of January and February foster maintenance payments to over 290 foster payments/kinship homes was severely delayed as integration of systems was not carefully planned

### Key Meetings

- 1. Public Lupton & Cottonwood/NDSS Outreach
- 2. State Arizona DCS/Tribal Coalition Mtg
- 3. Federal Monthly ACF Region 9/NDSS Title IV-B & Title IV-E meetings

#### Recommendations

- 1. Executive develop proclamation for Sexual Assault Awareness Month April
- Judicial timely execution of court hearings without hearing being continued consistently.
   DFS has not had a court hearing for one case in three years due to it being continued over seven times.

## Department of Child Care & Development

### Major Accomplishments

- 1. DCCD conducted regional management meeting for the months of January 2023 and February 2023. Regional staff receive reports, updates, changes, and initiatives from the central administration.
- 2. The annual 696T reports for GY20, GY21, GY22 were completed and submitted to the funding source in January 2023. In the process, the accounting section developed an internal spreadsheet to record financial documents. In addition, reconciliation of each business unit was implemented to ensure expenses are coded to the correct category which will streamline the year end 696T report.
- 3. DCCD hosted the Health & Safety Training for staff on January 23-27, 2023, in Albuquerque, New Mexico to meet the mandated Health and Safety training requirements.
- 4. Tribal Lead Agencies were encouraged to request a fiscal waiver for Grant Year 2019. DCCD had \$10.2 Million that was unspent. The request was submitted in January 2023 and approved by the funding source. DCCD staff developed an expenditure plan and are currently waiting for the Office of the Controller to post the funds.
- 5. DCCD submitted the 2023-2025 Tribal CCDF Preprint Plan electronically on January 31, 2023. The plan is effective May 1, 2023, to September 30, 2025. The current 2020-2022 Tribal CCDF Plan is still in effect until the new plan is approved.
- 6. Department Manager provided an overview of the department during the Health, Education, and Human Services Committee orientation on February 24, 2023.

- 7. Brodsky Research and Consulting was awarded the Contract for the Market Rate Survey. The survey will help the department set the rate for Child Care Centers and independent providers.
- 8. DCCD submitted Child Care provider payment for January 2023 in the amount of \$30,411.66 for 58 providers who provided childcare services to 120 children, and for February 2023 in the amount of \$28,933.26 for 60 providers, who provided childcare services to 125 children.
- 9. Condition site assessments of all Child Care Centers were completed this quarter by an Architectural Firm.
- 10. DCCD participated in three outreach events in the following communities: Chinle-March 6, 2023, Birdsprings-March 8, 2023, and Lupton-March 30, 2023. The DSS Executive Office is scheduling community outreach events allowing opportunity for the community and their leaders to provide input on human & social services.
- 11. DCCD administration implemented an expenditure plan meeting that will happen more often with regional staff to get their input on their unmet needs and fund will be allocated.
- 12. DCCD Department Manager III provided an overview of the department on April 7, 2023, for the Binche Whut'en Child and Family Services Working Group Visit.

### Challenges

- 1. DCCD is working with the Navajo Department of Personnel Management to elevate the salary pay scale for employees as the cost of living, fuel, and food costs have increased. This is extremely critical as the Department's employees are the lowest-paid staff. The low pay scale contributes to the high attrition rate. Continued advocacy from leadership is appreciated.
- 2. DCCD does not have sufficient storage space to store inactive records. The Department is working on establishing a Records Retention Procedure to ensure records are properly maintained, stored, purged, and destroyed.
- 3. Thirteen Child Care Centers have reopened, however, still operating at 50%. The mask mandate was lifted in January 2023, however, DCCD is requesting clarification to proceed with operating at 100%.
- 4. Due to a recent environmental assessment (radon, lead, and asbestos), test results show two sites tested positive for asbestos. The sites are Kii Doo Baa I Child Care Center, Chinle Region and Shiprock Before and After School, Shiprock Region. Kii Doo Baa will be closed effective April 7, 2023, until further notice. Two proposals were received for asbestos abatement. NNOSHA is preparing a justification memo to support the emergency services.

### Key Meetings

- 1. All Child Care Centers continue to provide education on the services provided at outreach events.
- 2. DCCD meets with the Office of Child Care, Region IX on the third Wednesday of each month at 10 am. Meetings are conducted via zoom.
- 3. Kaibeto Community Outreach Event scheduled April 27, 2023.
- 4. DCCD Department Manager, Program Supervisor II (Shiprock Region) and Sr. Child Development Worker (Many Farms) will attend Strategic Session scheduled April 10-11, 2023 in Farmington, NM.

#### Recommendations

 DCCD continues to ask for advocacy and support from the Executive Office, Health, Education, and Human Services Committee to elevate the pay scale for all Navajo Nation employees.

## Navajo Indian Child Welfare Act Program

### Major Accomplishments

- 1. AFA for FY 2023 was finally received from OMB on 03/29/2023.
- 2. Budget for Dept. #046 Navajo ICWA Program has been submitted to OMB for FY 2023 on 04/06/2023.
- 3. Research Assistant position is filled, PAF will be submitted to DPM by 04/14/2023.
- 4. From January 2023 to March 2023, NICWAP maintained an average of 344 active cases, involving 647 children. Currently, NICWAP has active cases in 25 states. The highest case load is with the following states: Arizona with 174 cases involving 339 children, New Mexico with 55 cases involving 105 children, Utah with 28 cases involving 61 children, California with 26 cases involving 48 children, and Colorado with 13 cases involving 26 children.
- 5. Between January 2023 to March 2023, NICWAP social workers have attended 271 court hearings, 261 Child-Family Team Meetings/Team Decision Meetings and conducted 36 home visits. This team adheres to the six different time zones, outside NN business hours and with their dedication they will attend court hearings and meetings pertaining to ICWA cases. The NICWA team have remained consistently dedicated to their caseload with minimal to no interruptions in services.

6. A total of six (6) Navajo ICWA social workers attended the National Indian Child Welfare Association Conference in Reno, NV. Three of the Navajo ICWA Program staff presented at the conference; 'A Holistic Approach to Strengthening QEW Testimony'.

### Challenges

- 1. Funds to pay salaries, Insurance Premiums & Fringe Benefits had to be designated from FY 22 funding (K220720) in the amount of \$426,400.51.
- 2. Unspent funds from FY 2018 thru FY 2022 totals \$2,057.126.96. This total needs to be depleted by 12/31/2023.
- 3. The Navajo Indian Child Welfare Act Program (NICWAP) is funded through the Indian Self Determination and Education Assistance Act (P.L. 93-638) contract. Proposed funding request to Bureau of Indian Affairs in the amount of \$2,335,051.00 was not approved by the B.I.A. As of March 29, 2023 NICWAP received the Annual Funding Agreement in the amount of \$1,512,395.00.

### **Key Meetings**

- 1. Task Group Meetings NNPPM Amendments
- 2. Lupton Chapter Community Outreach
- 3. NICWAP and DOJ were actively involved in the weekly meetings held with the State of Utah, regarding the H.B. 40 (State ICWA Bill)

#### Recommendations

1. NICWAP will be submitting a proposal for supplemental funding to Council for FY 2023.

### Navajo Treatment Center for Children & Their Families

### Major Accomplishments

NTCCF provides therapy/counseling services to high- and at-risk children including their families specifically for Navajo Department of Family Services, Navajo Indian Child Welfare Act program and other Navajo Nation programs and schools. In the Second Quarter of 2023, the total number of children and families who received counseling services were 500, the number of Intakes completed at the NTCCF. offices was 52, the number of referrals from local resources

was 82, the total number of treatment hours was 435, and the number of case consultation hours was 1155.50.

NTCCF continues to work with children and families with the integration of Navajo traditional services into the NTCCF clinical program. The program complements the western treatment modalities with Navajo traditional services. This has resulted in an increase in successful treatment outcomes for children and families. In the Second Quarter of 2023, the traditional component provided services to 25 children and their families. Traditional services consist of the the program assisting clients in retaining a traditional practitioner, educating the clients and helping them to understand the purpose of the ceremony and serving as an interpreter for the family.

NTCCF continues to provide prevention and education to children, youth and families across the Navajo Nation. NTCCF accomplishes this task by providing prevention information through live radio forums and public services announcements. The program promotes early intervention strategies and implement positive youth development programming to reduce risk factors for behavioral health issues that are prominent for children and youth in our communities. The total number of individuals receiving prevention services for the First Quarter was 277. The NTCCF continues to disseminate prevention information to various support services and other organizations within the local communities.

NTCCF is aware that trauma informed care involves partnership with the prosecutors office, social services, ICWA, schools and other NN departments and programs to maximize the therapeutic process and healing. NTCCF will continue to advocate for the Indigenous children in the program.

### Challenges

The NTCCF program has been challenged in locating office space for the Crownpoint and Shiprock NTCCF offices. The Crownpoint and Shiprock offices are currently leasing office space from Navajo Nation Shopping Center, Inc. The program has been officially informed by the vendor that they will no longer lease to programs effective December 31, 2023. The program will proceed in locating office space for the two (02) offices. The Tuba City NTCCF office needed heating issues fixed through the winter. The Fort Defiance NTCCF office has been dealing with the foul smell of the water and possible mold problems yet to be investigated. There is no Kayenta office, but the office is working out from the Shiprock office. The program has reached out to the Navajo Division of Social Services – Executive Office for assistance in locating office space.

Funding staff salaries continues to be a problem at the end of the fiscal year. The NTCCF programs continues to make saving measures to cover the first quarter of fiscal year until the funding sources come through from IHS and BIA. NTCCF is at the mercy of the funding sources to supplement or increase funding amount.

## Key Meetings

Date	Location	Event Name	Number(s) Reached	Type of Activities & Outcome
1/5/23	Gallup, NM	KGAK	Live radio forum.	Program services.
1/9/23	Crownpoint, NM	NTU Radio Station	Public Service Announcement (PSA) and Live Forum.	Program services.
1/11/23	Gallup, NM	KGAK	Live radio forum.	Traditional Story: Separation of the Sexes.
1/18/23	Gallup, NM	KGAK	Live radio forum.	Traditional Story: Separation of the Sexes.
1/18/23	Farmington, NM	KNDN	Live radio forum.	Traditional Story: Separation of the Sexes.
1/30/23	Crownpoint, NM	NTU Radio Station	Public Service Announcement (PSA) and Live Forum.	Program services.
2/1/23	Gallup, NM	KGAK	Live radio forum.	Traditional Story: Separation of the Sexes.
2/6/23	Crownpoint, NM	NTU Radio Station	Public Service Announcement (PSA) and Live Forum.	Program services.
2/8/23	Farmington, NM	KNDN	Live radio forum.	Traditional story and teachings.
2/13/23	Crownpoint, NM	NTU Radio Station	Public Service Announcement (PSA) and Live Forum.	Program services.
2/15/23	Gallup, NM	KGAK	Live radio forum.	Traditional story and teachings.
2/22/23	Farmington, NM	KNDN	Live radio forum.	Traditional story and teachings.
2/27/23	Crownpoint, NM	NTU Radio Station	Public Service Announcement (PSA) and Live Forum.	Program services.
3/1/23	Gallup, NM	KGAK	Live radio forum.	Traditional Teachings.
3/6/23	Crownpoint, NM	NTU Radio Station	Public Service Announcement (PSA) and Live Forum.	Program services.
3/8/23	Farmington, NM	KNDN	Live radio forum.	Traditional story and teachings.
3/15/23	Gallup, NM	KGAK	Live radio forum.	Traditional Teachings.
3/20/23	Crownpoint, NM	NTU Radio Station	Public Service Announcement (PSA) and Live Forum.	Program services.
3/22/23	Farmington, NM	KNDN	Live radio forum.	Traditional story and teachings.
3/27/23	Crownpoint, NM	NTU Radio Station	Public Service Announcement (PSA) and Live Forum.	Program services.

3/29/23	Gallup, NM	KGAK	Live radio forum.	Traditional Teachings.
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#### Recommendations

**Project 1:** Please make onboarding process fluid for Internships/Preceptorships for the NTCCF program. Currently, only the NMSU can easily come aboard for practicum hours because of prior NTCCF planning for a college student wanting placement with NTCCF. The 164 review process hinders approval for placement. We would like to request a quick placement process through our own program HR office.

### **Developmental Disabilities Program**

### Major Accomplishments

- 1. Intergovernmental Agreement negotiations are progressing. A draft IGA was received and reviewed jointly by the State Assistant Attorney General and Navajo Nation DOJ. The language modifications are being made in collaboration.
- 2. Completed and Submitted Corrective Action Plan (CAP) to DES/DDD Systems Integration Policy Unit (SIPU) on 3/27/2023. CAP was accepted by SIPU verbally on 3/28/2023, pending official letter.
- 3. Offices have and will continue to accommodate in-person visits. Offices are 100% open.
- 4. Case Managers conduct meetings in-person for all families.
- 5. DDP staff have completed HIPAA and PHI training annual recertification in February and March 2023.
- 6. DDP staff continue to focus on updated DDD mandatory training as well as Navajo Nation mandatory training.
- 7. 9 case files audits have been completed and found to be 100% in compliance with requirements.

### Challenges

- 1. DDP placed 5 members off-reservation in the last 3-months. Services such as skilled nursing or medical group homes are the primary reason DD members are sent off-reservation. These medical speciality services are not offered on Navajo.
- 2. The Window Rock building leased to the State of Arizona Department of Economic Security was not renewed. All services rendered from the building i.e. Food Assistance,

Unemployment, and Developmental Disabilities Program do not have an office space beginning June 1st, 2023.

### Key Meetings

- 1. Conduct Navajo Nation Vendor Partnership meetings (Quarterly) with all 5 vendors on Navajo.
- 2. Continue participation in the Navajo Division of Social Services Outreach activities in Navajo Nation chapters.

#### **Recommendations**

No recommendations at this time.

### Navajo Family Assistance Services

### Major Accomplishments

NFAS assisted 4,366 children with Navajo School Clothing & School Supplies initiative. NFAS opened the FY'23 LIHEAP application in January and is actively expending funds. NFAS has participated in 4 outreach events to promote services and begun site visits to assist community members in rural locations. NFAS participated in ACF/LIHEAP video to showcase use of LIHEAP ARPA funding and the positive impact on Navajo Nation. NFAS continues to improve on services to eligible applicants.

### Challenges

NFAS continues to face challenges from OOC in getting payments processed in a timely manner. Vendors and approved applicants call daily to inquire and complain about the payment process. OOC review process does need improvement. NFAS does reach out for guidance but is either ignored or belittled for even asking. NFAS needs office space to expand personnel to better assist applicants and reduce the stress on staff.

### Key Meetings

NFAS has participated in chapter house outreach activities in Tohajillee, NM, Bird Springs, AZ, Chinle, AZ, and Lupton, AZ. NFAS has conducted a Public Hearing for FY 23 LIHEAP funding. NFAS participated in HEHSC orientation of Division of Social Services departments.

#### **Recommendations**

NFAS recommends that upper management be open to understanding the funding source regulations that govern the use of funds as well as the internal processes and challenges the department faces and is essentially out of NFAS's control. NFAS does need upper-management's support when helping the public to understand the systemic challenges we face. NFAS does get threatened by the public through political connections when an applicant does not meet eligibility requirements.

### Department for Self-Reliance

### Major Accomplishments

- 1. Customer Success Stories: 4 customers completed the Phlebotomy Technician classroom studies and are currently in the clinical stage.
  - 1 Customer obtained permanent employment with Moencopi Day School.
  - 4 Gallup Customers completed subsidized employment with Gallup Community Health and were hired full time.
  - 2 Chinle customers received their GED; 2 graduated with their AA degrees; 4 found employment.
  - 1 Window Rock customer completed their CDL certification.
- 2. The DSR Education & Career Services (ECS) is shifting its focus to youth with a goal of breaking the generational cycle of dependency on public assistance, therefore:
  - 88 youth were served during Spring Break March 13-17, 2023. Youth were educated on various soft skills, career evaluations, ignition interlock, college opportunities, scholarships, financial awareness, etc.
  - On March 16, 2023, the Farmington DSR office hosted a mini college fair with entities such as NTU, SJC, Job Corp, Dine College, USU-CDL/HEO, and Ft. Lewis College present to provide information to youth and their parents.
  - The ECS is collaborating with the Navajo Department of Transportation to provide Defensive Driving courses for youth and adult customers at all DSR locations.

- 3. The DSR implemented its online portal on January 1, 2023, which allows Customers to apply for assistance and submit required documents online. Customers with Smart Phones, tablets or computers with internet access are able to apply and submit documents from home, rather than having to travel to a location to mail, fax or e-mail their documents.
- 4. The revised DSR Customer Achievement Awards, Incentives and Support Services Procedures Manual was implemented on January 01, 2023. Procedures were developed for Emergency Non-Recurring, Short-Term Benefits (ENRSTB) and Non-Recurring, Short-Term Benefits (NRSTB).
- 5. The Finance/Recovery Section completed 6 batch runs from January to March 2023 and paid out \$3,566,962.00 in cash benefits to 5,451 families; \$806,550.00 was paid out in supportive services to 1,657 customers
- 6. The DSR Gallup office is piloting a kiosk for Customer check in/out. The kiosk notifies staff by email and phone call that their customers arrived for their appointments or to see them. The kiosk is working well for staff and customers
- 7. Two important positions for the direct services were filled: Self Reliance Field Site Manager (SRFSM) for the Gallup office was filled January 30, 2023 and the Program Manager III (PM III) position was filled February 13, 2023.

### Challenges

- 1. DSR Customers do not have reliable internet and cell phone services making them reluctant to take online courses and assessments and to take advantage of the new online portal that went live on January 1st for document submission.
- 2. The Gallup field office has been challenged in finding space to serve customers in the itinerant sites of Ramah, Tohajiilee, and Alamo, NM. Alamo Wellness Center will allow DSR staff to set up when space is available and only on Wednesdays if there are no community meetings. Additionally, there are no mobile data or Wi-Fi services at the itinerant sites.
- 3. DSR direct service offices continue to be understaffed. The following issues are impacting recruitment for vacant positions: lack of qualified applicants, untimely posting of job announcements, long drawn-out background checks causing applicants to lose interest, and higher cost of living in border towns.

## Key Meetings

1. The DSR has begun collaborating with the New Mexico Human Services Department's (HSD) Native American Liaison to schedule a meeting with the NM HSD Income Support Division County Managers to discuss how we can improve the turn-around time for Information Exchange requests, discuss mutual issues and share pertinent information.

- 2. The Fraud Investigation Unit attended the Four Corner's Investigator Group in Flagstaff, AZ, on February 1, 2023, which included 35 Welfare Fraud Investigators from Colorado, Utah, New Mexico and Arizona. The purpose of the group to network and utilize each other's sources to assist with fraud cases.
- 3. DSR management attended the Arizona Six Tribes Meeting on March 30, 2023 via ZOOM conference.

#### Recommendations

1. To improve the timeframe for the hiring process, beginning with the advertisement of vacant positions. A viable option would be to delegate some of the functions to divisions and departments/programs.

## **Fixed Costs Accounts**

Program	Enabling Resolution/Statute
Annual Audit – Office of the Controller	BFF-12-00
Insurance Premium – Division of General Services	BFN-34-17
Utilities - Division of General Services	HEHSCS-15-15
Telecommunications - Division of General Services	HEHSCS-15-15
Radio Communications - Division of General Services	HEHSCS-15-15
FMIS – Office of the Controller	CS-60-02
Hopi Partitioned Land Rental - NHLCO	GSCF-10-91
Indirect Cost Plan - OMB	GSCAU-50-02
Integrated Justice	
Fixed Cost – Investment Fees	CAU-39-73
FMIS Fixed Cost Maintenance	
Fixed Cost – Facility Maintenance	HEHSCAU-29-12
Fixed Cost – Department of Information Technology	HEHSCS-17-16
Fixed Cost - Navajo Generating Station Transmission Costs	
Fixed Cost – Rental – Office of the Navajo Tax Commission	NABIJY-39-14
Fixed Cost – Rental – Office of the Navajo Nation Human Rights Commission	CJN-15-08
Fixed Cost - Rental - Navajo Utah Office	NABIAP-21-15
Fixed Cost – Rental – Division of Economic Development	RDCO-055-19
Fixed Cost Litigation – DOJ	CAU-57-93

Fixed cost budget status reports are available through the Office of the Controller for all branches and through the quarterly Office of the Controller report.

### Annual Audit – Office of the Controller

Reference appropriate authorizing Navajo Nation Code. 2 N.N.C. Section 374 (b) (9). To provide funds for the performance of the Financial and Single Audit of the Navajo Nation's Financial statements as of and for the year ending.

Goal Statement	Program Performance Measure/Objective
Combined financial audit and single audit of the Navajo Nation.	For 06/30/2023 3rd Quarter.
Combined financial audit and single audit of the Navajo Nation.	Combine single audit of the Navajo Nation External programs by end of 3rd quarter.

## Insurance Premiums – Division of General Services

Plan of Operation approved by Resolution BFN-34-17: The Insurance Services Department shall implement and execute insurance coverage in accordance with the insurance needs of the Navajo Nation and to develop effective safety and health standards to further reduce cost and to protect life and property.

Goal Statement	Program Performance Measure/Objective
Navajo Nation Claims Administration.	Report (80) Navajo Nation Claims received per quarter
Closure of Navajo Nation Claims.	Report (40) claims closed.
Insurance Review Minimums on Contracts.	Review (45) Contracts reviewed per quarter.
Navajo Nation Outreach.	Perform (5) presentations
Administration of Litigated cases.	Report and close one (1) litigation claims per quarter.

## Utilities - Division of General Services

The purpose of the Navajo Nation Telecommunication & Utilities department is to plan, administer, and manage for the telecommunication & utilities for the Navajo Nation. To carry out the above purpose, the Navajo Nation Telecommunication & Utilities departments shall provide a centralized telecommunication and utility management service as a department of the Division of General Services.

Goal Statement	Program Performance Measure/Objective
To report dollar amount for utility invoices received for the Navajo Nation.	The amount spent for the Navajo NationÕs utility invoices.
To monitor utility invoices that are received for the Navajo Nation.	Number of invoices processed for the Navajo Nation.

### Telecommunications – Division of General Services

The purpose of the Navajo Nation Telecommunication & Utilities department is to plan, administer, and manage for the telecommunications and utilities for the Navajo Nation. To carry out the above purposes, the Navajo Nation Telecommunication & Utilities department shall provide a centralized telecommunication and utility management services as a department of the Division of General Services.

Goal Statement	Program Performance Measure/Objective
To report dollar amount for telecommunication invoices.	The total amount spent for Navajo Nation telecommunication invoices.
To report telecommunication invoices that are received for the Navajo Nation.	The number of invoices processed for the Navajo Nation.

### Radio Communications – Division of General Services

The purpose for the Navajo Nation Telecommunication & Utilities is to plan, administer, and manage for the telecommunications and utility activities for the Navajo Nation. To carry out the above purposes, the Navajo Nation Telecommunication & Utilities department shall provide a centralized telecommunication and utility management service as a department of the Division of General Services.

Goal Statement	Program Performance Measure/Objective
To inventory and document all existing RF network sites in GIS software.	Complete inventory for 76 sites.
To increase two way radio coverage.	Number of Radio Frequency sites added.

To maintain FCC License.	Number of License added or modified.

### FMIS – Office of the Controller

Goal Statement	Program Performance Measure/Objective

## Hopi Partitioned Land Rental – NHLCO

Protect and advance the interests and rights of the people and communities adversely impacted by the 1974 Land Settlement Act, as amended; Rehabilitate and improve the social, economic conditions of the people and communities so impacted. Evaluate and select lands for benefit of relocatees in NM and AZ pursuant to P.L. 96-305 (191 Amendments).

Goal Statement	Program Performance Measure/Objective
Meet Navajo Nation's obligation for land use on HPL.	Payments to Hopi Tribe for Navajo families under the Hopi Agreement for land use; grazing, homesite and agriculture.

### Indirect Cost Plan – OMB

The purpose of the Office of Management and Budget (OMB) is to direct and manage the allocation and appropriation processes of all funds for the Navajo Nation and to provide management support in the areas of fiscal management, budgets, program operation and management, contracts, grants, and similar agreements. The OMB is to communicate key information necessary for decision-making using principles of sound management and generally

accepted processes and procedures. As of FY 2008, OMB has assumed primary responsibility for Indirect Cost Administration.

Goal Statement	Program Performance Measure/Objective
Have approved FY 2024 IDC rate for use by the Navajo Nation (NN).	Administer consultant contract to prepare/submit FY 2024 IDC rate proposal for Navajo Nation to IBC/DOI.

## Retirement Plan Account - DHR

Amended Plan of Operation promulgated by the Budget and Finance Committee designating the Navajo Nation Department of Retirement Services, to provide the Navajo Nation employees political appointee, council delegates and its tribal affiliates with Defined Benefits, Defined Contribution and Deferred Compensation/Retirement plan benefits.

Goal Statement	Program Performance Measure/Objective
Make one timely and accurate payment of \$7,500,000 to Northern Trust Company.	One lump sum payment amount for the pension liability in the first quarter.

## Integrated Justice

Goal Statement	Program Performance Measure/Objective
To train Justware users.	To have one training session per quarter.
To conduct NNIJISP work session.	To have a minimum of one (1) work session per quarter.
To improve network connectivity and improve application development.	To conduct maintenance, upgrades and support to all NNIJISP participants.
Improve customer services thru e-technology by developing web-based access to courts.	Implement access to court information via web, allow for electronic payments, calendaring, and notices.
To develop Justware/JusticeWeb/Data Usage Policies.	Finalize, publish and distribute usage policies for each data component

### Fixed Cost – Investment Fees

Goal Statement	Program Performance Measure/Objective
Timely and accurately payments are made for the investment management fee.	Estimate Quarterly Fee.

### **FMIS Fixed Cost Maintenance Service**

Goal Statement	Program Performance Measure/Objective
To make quarterly payments to Oracle.	Timely payments of Annual Maintenance Fees.
To make annual payments due to and at various times throughout the year.	Timely payments of miscellaneous software support/maintenance fees.
To continue Disaster Recovery Site payment per contract terms.	To continue Disaster Recovery Site maintenance and implementation.
Complete and sign Hardware Inventory.	To update Hardware Inventory on a quarterly basis per Audit Requirements.
Complete and sign Software Inventory.	To update Software Inventory on a quarterly basis per Audit Requirements.

## Fixed Cost - Facility Maintenance

HEHSCAU-29-12: The purpose of the Facilities Maintenance Department (FMD) is to provide quality facilities maintenance and repair services for Navajo Nation Government buildings and facilities, identified under the FMD Maintenance Listing. This includes; cooling, heating, electrical, installed equipment, mechanical, carpentry, structural systems, plumbing, ground services, and general custodial services.

Goal Statement	Program Performance Measure/Objective
Quarterly Report of statistics and services provided.	Report on quarterly basis the following services provided: a. 600/650 work orders received and processed per quarter. b. 550 work orders completed per quarter. c. Less than 100 work orders backlogged at the close of each quarter.
Cross train personnel knowledge to all crafts to maximize resources.	Complete two cross training sessions per quarter.

Enhance department safety awareness.	Complete five (5) safety meetings/sessions per quarter.
Purchase repair and maintenance supplies per quarter.	Purchase \$150,000.00 per quarter for repair and maintenance supplies
Purchase custodial supplies per quarter.	Purchase \$39,000 per quarter for custodial supplies.

## Fixed Cost – Department of Information Technology

1. To carry out directives of Navajo Nation Council Resolution of an "Open Information Environment" among the governmental entities of the NN, & to oversee the use of Information Technology (IT) to achieve an open information sharing environment. 2. Implement & maintain overall strategy which provides quality & timely computer related services to programs, departments, divisions & branches of NN government regardless of funding mechanism. 3. Assume primary authority for data guardianship NN-wide IT management. 4. Ensure that suitable disaster recovery & business continuity IT strategy is developed, with ensuing technical facility, infrastructure, components & restoral testing in place. 5. Enable secure online Chapter House access to various NN governmental data & information such as automated selected financial transactions & access to the internet. 6. Promote & work towards DIT as single IT authority for NN government, in order to facilitate overall management & coordination of all IT and IT functions within NN government. 7. Develop & maintain NN IT policies to ensure holistic coordination is effective & efficient use of all IT resources. 8. Develop, review, & maintain IT standards to ensure compatibility, efficiency & effectiveness of data & infrastructure. 9. Provide guidance to NN government & subsequently inform branches of IT planning, policies, standards & recommendations. 10. Support, coordinate, and collaborate to ensure NN IT initiatives & projects are efficient. 11. Align common agencies & chapters business processes to create additional efficiency, effectiveness & economy of the NN related to IT.

Goal Statement	Program Performance Measure/Objective
Procure and maintain a Navajo Nation Microsoft Enterprise Agreement.	Deploy and maintain Microsoft Enterprise Agreement Licenses.

## Fixed Cost - Navajo Generating Station Transmission Costs

To provide for the protection, restoration, conservation, management, and sustainable development of Navajo Natural Resources under the guidelines and direction of the people of the Navajo Nation and the Navajo Nation Council and of the Navajo Nation President and Vice-President. To ensure the highest quality of natural resources are available for the enjoyment and use of present and future generations of the Navajo people. To comprehensively manage the multiple uses of Navajo Natural Resources and to preserve the Nation's culture resources.

Goal Statement	Program Performance Measure/Objective
Payment of the capital cost per the Extension Lease agreement for the use of the assigned 500MW Transmission.	To complete payment for the use of the transmission from USBOR.

### Fixed Cost – Rental – Office of the Navajo Tax Commission

By NABIJY-39-14, the Office of the Navajo Tax Commission is charged with the purpose to provide professional management, training, technical expertise, supervisory and administrative support in the administration of all Navajo Nation taxes.

Goal Statement	Program Performance Measure/Objective
Timely payment to DED for the monthly rental.	Monthly/Quarterly payment for rental to DED.

# Fixed Cost – Rental – Office of the Navajo Nation Human Rights Commission

The Navajo Nation Human Rights Commission is established within the Legislative Branch to operate a clearinghouse entity to administratively address discriminatory action as against citizens of the Navajo Nation, and to interface with human rights organizations.

Goal Statement	Program Performance Measure/Objective
Timely payments to Division of Economic Development for office space.	Monthly/Quarterly payments for rental to Division of Economic Development.

## Fixed Cost - Rental - Navajo Utah Office

Navajo Utah Commission to provide efficient governmental services for 7 Chapters in the Utah region of the Navajo Nation.

Goal Statement	Program Performance Measure/Objective
Timely payments to Aneth CDC for office space for program operation.	Quarterly payments to Aneth CDC for office space.

## Fixed Cost - Rental - Division of Economic Development

Administer the maintenance of the Karigan Professional Office Complex (interior and exterior, premises and property).

Goal Statement	Program Performance Measure/Objective
Office space rental for 12 months.	Number of payment per month.

## Fixed Cost Litigation – DOJ

Resolution Number: CAU-57-93, The purposed established in the noted resolution is to provide funding to support the legal services to the Navajo Nation government in conjunction with program 104001 Office of the Attorney General. The Department of Justice its fundamental purpose to provide legal (Litigation) for the Navajo Nation.

Goal Statement	Program Performance Measure/Objective
Fund significant Navajo/Federal/State Litigation.	Fund significant litigation to advance the legal interests of the Navajo Nation.
Fund Significant State of Federal Legislation.	Fund significant lobbying work for state or federal legislation that will advance the legal interests of the Navajo Nation.
Fund Significant Negotiations.	Fund Significant settlement or compact negotiations that will advance and protect the Nation's legal interests.
Fund specialized or overflow legal work for the Navajo Nation.	Fund specialized or overflow legal work for Navajo Nation Divisions, Departments, and Offices.
Consult with clients to get direction regarding litigation matters.	Provide (1) annual litigation update to NNC, OPVP, LOC, and BFC.

## Navajo Gaming Regulatory Office

Program	Enabling Resolution/Statute
Navajo Gaming Regulatory Office	CO-76-18

## **Gaming Regulatory Office**

The main purposes of the Office are to: (1) initiate the highest standards of honesty and integrity in the operation of gaming activities on the Navajo Nation, (2) Maintain public confidence and trust in gaming activities on the Navajo Nation and (3) Assure compliance with all applicable laws of the Navajo Nation and the United States and compliance with all state gaming compacts.

Goal Statement	Program Performance Measure/Objective
LICENSING: Accept and review applications for employee gaming license.	Tribally licensed employees.
LICENSING: Accept and review applications for vendor gaming license.	Tribally licensed vendors.

### **Major Accomplishments**

- 1. The National Indian Gaming Commission conducted an annual review in January 24-26, 2023 and we had no findings.
- 2. Our Main office and Licensing department moved into our new office space in Window Rock, Arizona.
- 3. The Executive Director completed, submitted and received our supplemental funding allocation for our "Slot Leases" budget, will last to end of FY
- 4. The new Deputy Executive Director started his first day on April 10, 2023. He is very familiar with Navajo Nation government.

Updates to our website has been completed and we are always going to work on improving it.

## Challenges

- 1. Previously, a Deputy Executive Director was needed to take over the administrative duties so the Executive Director could concentrate on regulatory duties and functions. A DED was identified over the second quarter, hired and started on 4/10/23.
- 2. The office was previously without phones for three months when we moved to our new office building because Frontier would not port over our phone numbers to NNTU/Sunstate/CellularOne so that we could begin using our VoIP. This was finally done the first week of April, however, we have two lines that do not work properly at this time. We are working with SunState to troubleshoot the problem. Our internet works perfectly with no issues.
- 3. Hiring in our Twin Arrows location. We have 13 "open until filled" positions. We have started to actively participate in recruitment efforts by attending job fairs in the Winslow, Flagstaff and Tuba City areas. However, verbal feedback is that the jobsite is too far to drive out to for work and working in Flagstaff pays the same or more.
- 4. Making payments to the Arizona Department of Gaming for our licensing recommendations for vendors and employees. ADG had moved to a new electronic web-based system that has many issues and payments can only be made from a checking account. The Navajo Nation Gaming Enterprise has been helping us make payments. We had several meetings with ADG and OOC regarding this issue. However, neither OOC or ADG compromised on how they want payments to be made. No progress has been made and the arrangement is still as-is.

## The Budget

Below is the program budget status on modifications, expenditures and balance for the period ending March 21, 2023.

Object	Description	Original	Revised	Expenses	Encu.	Balance	Spent
2001	Personnel	\$3,704,922	7,396,038	2,379,317	-	5,016,721	32%
2110	Regular	2,219,442	4,681,964	1,727,754	-	2,954,210	37%
2200	Salary Adj	117,973	4,911		-	4,911	0%
2310	Temporary	28,000	38,000	19,652	-	18,348	52%
2510	Overtime	33,500	87,000	42,069	-	44,931	48%
2610	Double Holiday Pay	39,910	52,410	27,990	-	24,420	53%

2710	Regular	5,500	9,500		-	9,500	0%
2900	Fringe Benefits	1,260,597	2,522,253	561,852	-	1,960,401	22%
3000	Travel Expenses	51,788	82,708	38,593	-	44,115	47%
3110	Fleet	29,288	50,208	24,513	-	25,695	49%
3210	Vehicle Rental (OR)	500	500		-	500	0%
3230	Personal Travel	20,000	30,000	14,079	-	15,921	47%
3310	Commercial Air	2,000	2,000		-	2,000	0%
4000	Supplies	42,179	71,429	15,206	11,948	44,275	38%
4120	Office Supplies	9,623	17,623	3,257		14,366	18%
4200	Non Capital Assets	12,500	16,500	8,965		7,535	54%
4410	Operating Supplies	19,056	35,806	2,637	11,948	21,222	41%
4610	Supplies	1,000	1,500	348		1,152	23%
5000	Lease & Rental	316,300	319,050	996	74,192	243,862	24%
5110	Building	313,200	313,200		74,192	239,008	24%
5310	Building/Space	2,950	5,450	996	-	4,454	18%
5360	Equipment/Supplies	150	400		-	400	0%
5500	Comms. & Utilities	13,940	14,440	8,100	-	6,340	56%
5520	Telephone	1,940	2,440	292		2,148	12%
5570	Internet	-		2,968		-2,968	-
5610	Wireless	12,000	12,000	4,840		7,160	40%
6000	Repairs & Maint.	23,800	28,021	17,358	4,928	5,735	80%
6130	Services	22,800	24,271	17,358	3,178	3,735	85%
6300	Technology	1,000	3,750	ı	1,750	2,000	47%
6500	Contractual Services	367,000	513,926	79,553	253,584	180,789	65%
6520	Consulting	185,000	295,269	79,553	101,926	113,789	61%
6660	Attorney	2,000	13,658		1,658	12,000	12%
6910	Other Contract. Svcs	180,000	205,000		150,000	55,000	73%
7000	Special Transactions	57,570	116,300	26,491	•	89,809	23%
7110	Programs	6,643	26,643	4,594	-	22,049	17%
7410	Media	1,500	4,500		-	4,500	0%
7510	Training & Prof. Dues	15,100	17,600	610	-	16,990	3%
7600	Employment Rel. Exp.	6,000	16,000		-	16,000	0%
7710	Insurance Premiums	28,327	51,557	21,286	-	30,271	41%

Total 4,577,499 8,541,912 2,565,613 344,652 \$5,631,647 34
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## **Key Meetings**

- 1. On 2/15/23, the Executive Director provided a report to the Resource and Development Committee on the revisions of the Gaming Regulations.
- 2. On 3/13/23, the Executive Director had a meeting with Speaker Curley to provide an update of the changes to the gaming regulations especially the regulations related to community bingo and raffles. We talked about the affect it would have on community members.
- 3. On 3/17/23, the Executive Director had a meeting with the Division of Social Services, Thomas Cody and Marlinda Littleman and the Department of Health, Michele Morris and Council Delegate George Tolth regarding creating a Problem Gambling Program on the Navajo Nation. We discussed how to start the process and conducting a work session.
- 4. On 03/29/23, the Arizona Department of Gaming Director, Jaclyn Johnson had a meet and greet with all the Arizona Tribal Gaming Offices (Regulatory/Commissions). Ms. Johnson was recently appointed by Governor Katie Hobbs in February 2023. She provided a short introduction of herself and listened to recommendations from TGO's on our expectations in working with the ADG.

## **Division of Transportation**

Program	Enabling Resolution/Statute
Division of Transportation	CAP-13-13
Department of Highway Safety	CAP-13-13
Department of Airport Management - GF	CAP-13-13
Department of Roads - GF	CAP-13-13
Department of Transportation Planning	CAP-13-13
NDOT Department of Roads	CAP-13-13
NDOT Department of Project Management	CAP-13-13
Department of Airport Management - FET	CAP-13-13
Navajo Transit System	CO-59-21

## **Division of Transportation Administration**

As enacted by CAP-13-13. The Navajo Nation Division of Transportation shall exclusively administer the Navajo Nation Transportation programs within the Navajo Nation, to provide an effective and efficient transportation system, to ensure the operation and improvement of the transportation system and to provide the necessary resource to accomplish the objective herein.

Goal Statement	Program Performance Measure/Objective
Prepare and compile 16, 164 Review Packets.	Administer, monitor & maintain all contracts on behalf of Navajo DOT 4 p/qtr.
Number of advocacy per qtr. number of legislative reports	Advocatg on behalf of NDOT at all levels of govÕt & non-govÕt (fundg sources, local/external governmental agencies, review legislation)
FHWA Semi Annual, NN Qtrly Rpts, FAA Status, NM JPA Capital Outlay, RDC Review	Submit required reports to all level of government and non-government.
FAA Coop mtgs, local chapters, NN programs, ea/mo.	Administer & monitor all programs to ensure they are in compliance w/regulations fundg/expenditure, project implementation, etc.

Submit required monthly status report and weekly 164	Manage and maintain Navajo DOT external grants,
status.	contracts & ensure external projects are implemented on
	time.

### Major Accomplishments

- 1. N15 Phase I Cornfields to Burnside, AZ & N9054 Steamboat Bridge: Submitted Proposals to Delegate Vince James on 01/13/2023 to request State of Arizona Appropriations for the N15 Road highway reconstruction and N9054 Bridge Replacement Projects.
- N15 Phase II Sunrise to Cornfields, AZ: Submitted Proposal to State of Arizona
  Representative Myron Tsosie on 02/15/2023 to request State of Arizona Appropriations for
  the N15 Road Highway Reconstruction Project.
- 3. Resources and Development Committee Meeting with Navajo DOT on 02/16/2023: Provided orientation to committee members on Navajo DOT operations, funding sources, transportation improvement plans, challenges, strategic improvement plan, gravel pit development, and project updates.
- 4. FY2023-FY2027 Navajo Nation Tribal Transportation Improvement Program (NNTTIP): Navajo DOT submitted the FY 2023-FY 2027 NNTTIP to Federal Highway Administration Office of Tribal Transportation on 02/16/2023 for review and approval.
- 5. N15 Phase II Highway Reconstruction Project: Navajo DOT submitted a funding proposal under the USDOT Rebuilding American Infrastructure with Sustainability and Equity (RAISE) grant program on 2/28/2023 for the N15 Phase II Highway Reconstruction project between Sunrise and Cornfields, AZ.
- 6. Tuba City Airport Pavement Preservation: Secured \$180,000 for the Tuba City Runway Pavement Preservation Project. This anticipated construction date is May/June 2023.
- 7. Transportation improvement and maintenance coordination meetings: In-person, virtual and by cell phones; Navajo DOT provided project updates, presentation and recommendation to the 25th Navajo Nation Council Delegates and their respective regional chapters.
- 8. School Bus Routes: School bus routes have been coordinated with the Navajo Nation and neighboring town schools for School Year 2022/2023. The school bus routes are mapped and provided to the Schools and the Chapters.
- 9. Navajo Nation Long Range Transportation Plan: Navajo DOT provided presentations on the 2021 Long Range Transportation Plan (LRTP) to the 25th Navajo Nation Council Delegates, Chapters, and other entities. The LRTP is a 20-year outlook for long range planning of the transportation system.
- 10. National Tribal Transportation Inventory Facility: Navajo DOT presented Road Inventory information and process to the 25th Navajo Nation Council Delegates, Chapters, and other

- entities. The information included the importance of maintaining good usable road information for planning and funding purposes.
- 11. The Principal Engineering Technicians continue annual daily weekly traffic studies.
- 12. National Tribal Transportation Facility Inventory (NTTFI) Update: The NTTFI update is codified in the 25 CFR and tribes are required to update its road inventory by conducting annual average daily traffic (AADT) for all routes that are in the road inventory system.
- 13. NTTFI Mapping: The Planning Department GIS Technician continues to map the road inventory, including school bus routes, county-maintained roads and other priority roads.
- 14. Our priority in routine maintenance consists of routine blading, wash out repairs and snow removal services including emergency responses to road issues. The Department of Roads addressed 724.6 miles on the regional blading schedule and 761 miles on Fuel Excise Tax/Inventory BIA roads.
- 15. The Department of Roads addressed snow removal services across the Navajo Nation with a total of 7,985.4 miles completed including residential roads.
- 16. Declaration of Emergency issued by Navajo Nation President Dr. Buu Nygren on January 19, 2023. All field staff have been dispatched to complete snow removal services including residential road clearances. Navajo DOT Roads coordinated all efforts with the Navajo Police Department, Apache County Emergency Management, and Navajo Nation Emergency Management.
- 17. N6269 Cowsprings road project is scheduled to commence in April 2023. scope of work: road improvement, preliminary work, subgrade prep, double chip seal, fog seal, and contractor sampling/testing of aggregate base course.
- 18. Eastern agency striping project to be completed in April, 2023 scope of work: pavement cleaning, primer application, melting and spraying material on pavement.
- 19. N9857 Dilkon road project will start in two weeks, scope of work: will complete hill excavation, excavated borrow for road subgrade soils and subgrade preparation of 0.19 miles.
- 20. Preliminary clearance contract awarded to Logan Simpson to clear tribally-owned roads: NR9556, NR9566, NR9574, NR9572 and NR9661 in Mexican Springs.
- 21. Low water crossing contract completed and issued notice to proceed for roadway excavation, subgrade preparation, aggregate base courses, gabions, and concrete work. Work will also include survey, testing and traffic control.
- 22. Procurement of a 2023 Snow Cat from Prinoth, LLC in Grand Falls, CO for winter weather related emergency situations such as heavy snow fall.
- 23. Notice to proceed issued to Apache County under Memorandum of Agreement for completion of the following road projects:
  - C492 Round Rock
  - C590 Round Rock
  - C9402 Houck

- Houck Cemetery access road
- N39 Kinlichee
- N203 Kinlichee
- Total of \$1,258,159.63 of Navajo Nation Road Fund and Síhasin Fund.
- 24. Training on chip seal machinery and distributor truck at the Etnyre Training Facility in Oregon, Illinois. Hands-on training will be provided once projects and materials are ready.
- 25. Navajo Nation Declaration of Emergency Relief: The relief effort is on-going with impacted communities of heavy snow accumulation last month in some areas of Navajo. The melting snow resulted in muddy road conditions and Navajo DOT is making assessments.
- 26. Navajo/Hopi Partnership: Navajo/Hopi Partnership effort has resumed since the pandemic and partnership meeting on the Road Inventory and Maintenance Agreement is currently being held.
- 27. Transit Conference: Navajo Transit System attended the New Mexico Transit Association Conference with transit drivers competing in the annual Bus Road-eo. Ms. Marlene Slim received 1st place and will be competing in the national 2023 Community Transportation Association of America (CTAA) and Oklahoma Transit Association (OTA) Conference Roadeo event in Oklahoma City in May.

### Challenges

- 1. Timely reviews and approvals from Navajo Nation and BIA regulatory agencies of environmental documents for road improvement projects.
- 2. Timely reviews and approvals from Office of the Controller for consultant and contractor invoices and construction contract numbers.
- 3. Preparing the Arizona DOT Funding Agreement for the Chinle Airport Runway Reconstruction. Language in the agreement is not acceptable by the Navajo Nation.
- 4. Maintaining the aging airports at acceptable safety standards with limited funding and staffing.
- 5. Approval by Pin# in TraMs for funding changes by OMB & Attorney General.
- 6. Hiring of employees Roads Department has numerous vacancies that cannot be filled due to the lack of staff at Navajo Nation Department of Personnel to expedite hiring process. There are not enough personnel to handle all incoming service requests, emergencies, routine maintenance services and road improvement projects.
- 7. Classification/Pay Department is working on the reclassification of field positions to have competitive pay for staff. Higher pay is needed to obtain and attract qualified personnel for construction, truck, and field workers.

- 8. Fuel Accessibility Fuel for construction equipment can only be obtained from Navajo Oil and Gas stations in Window Rock or Kayenta. Field personnel must travel extensively to pick up fuel and deliver to equipment locations throughout the Navajo Nation.
- 9. Maintenance facility needed for equipment mechanics to service all heavy equipment, trucks, trailers, and vehicles to be centralized at the Navajo DOT Transportation Complex in Tse Bonito, NM. Experiencing delays at Fleet Management in completing repairs in a timely manner. The equipment needs to have a quick turn-around. Our effort is to minimize downtime as much as possible.
- 10. Lack of personnel Personnel has been shuffled to different agencies to assist with snow removal services, emergencies, traffic control and other issues.
- 11. 164 Review Process This needs to be expedited as it holds back us from spending money in a timely manner.
- 12. Purchase Card denial of driver's usage suspension of card with no grievance rights.

### The Budget

GENERA	AL FUND							
BU#	Description	Со	Original Budget	Revised Budget	Actual Expenses	Encumbranc es Expenses	Budget Balance	Budget % Exp
121001	EXECUTIVE ADMINISTRA TION	10	\$972,873	1,139,621	375,136	184,766	579,719	49.1%
121002	DEPT OF HIGHWAY SAFETY	10	431,646	442,378	97,442	27,150	317,785	28.2%
121003	DEPT OF AIRPORT MANAGEME NT	10	204,822	249,161	43,033	47,227	158,901	36.2%
121004	DEPARTMEN T OF ROADS	10	1,068,973	1,742,876	560,874	1,073,272	108,731	93.8%
	F	Totals:	2,678,314	3,574,036	1,076,485	1,332,416	1,165,135	51.8%
ROAD F	UND		<u> </u>					
BU#	Description	Со	N/A	N/A	Actual Revenue Recorded	N/A	N/A	N/A
506005	NN Road Fund Revenue (FY to Date)	1120			404,596			
ROAD F	UND (EXPENSE	S)	•					

BU#	Description	Co - BU#	Original Budget	Revised Budget	Actual Expenses	Encumbranc es Expenses	Budget Balance	Budget % Exp
506006	EXECUTIVE ADMIN. (3% ADMIN ACCT)	1120	790,000	831,416	180,251	23,266	627,899	24.5%
506007	DEPT OF ROADS (17% ROAD MAINT & EQUIP)	1120	3,200,000	3,512,335	1,822,703	250,412	1,439,220	59.0%
506008	DEPT OF PRJT MGMT (5% PRELIMINAR Y STUDIES)	1120	676,769	679,020	25,013	2,251	651,756	4.0%
506011	DEPT OF AIRPORT MANAGEME NT	1120	163,228	168,293	22,664	14,982	130,647	20.5%
		Totals:	4,829,997	5,191,063	2,050,631	290,911	2,849,521	27.0%
		TOTAL:	7,508,311	8,765,100	3,127,116	1,623,327	\$4,014,656	39.4%

### Key Meetings

- 1. 01/06/23: Navajo County Meeting: Partnership on road improvement.
- 2. 01/07/23: Ts'ah Bii' Kin Chapter; Discussion on Road Inventory Process, Long Range Transportation Plan and Project Updates.
- 3. 01/08/2023: Ft. Defiance Agency Council Meeting (Virtual): Update Delegates & Chapters on road maintenance & construction activities.
- 4. 01/17/2023: Delegate Germaine Simonson Transportation Meeting: Update Delegate on road inventory, regional route maintenance, and Tribal Transportation Improvement Program Projects.
- 5. 01/18/2023: Sanostee Chapter Road Committee Meeting. Discussion on Road Inventory Process, Long Range Transportation Plan and Project Updates.
- 6. 01/19/2023: Naabik'íyáti" Meeting: Navajo DOT and BIA provided update on road maintenance activities.
- 7. 01/21/2023: Chinle Agency Council Meeting (Virtual): Update Delegates & Chapters on road maintenance & construction activities.
- 8. 01/24-26/2023: Tribal Transportation Program Coordinating Committee Meeting: Updates on various federal funding opportunities; FHWA and BIA updates on road inventory

- modernization and road maintenance study; and committee priorities presentation to DOI/DOT leadership.
- 9. 01/30/2023: Virtual meeting with Arizona Department of Transportation regarding Tuba City Preservation Grant.
- 10. 02/06/2023: Delegate Carl Slater Meeting; Road Inventory Process, Long Range Transportation Plan and Project Updates.
- 11. 02/09/2023: Navajo/Hopi Partnership Regroup Meeting. Discussion on Hopi/Navajo Road Inventory.
- 12. 02/09/2023: N8031 & N8066 Project Update Meeting: Delegate Germaine Simonson met with Division of Natural Resources Director, Heritage & Historic Preservation Department, and Navajo DOT to received cultural resource updates on N8031 Hardrock-Pinon and N8066 Black Mesa road projects.
- 13. 02/13/2023: Leupp Chapter Transportation Meeting: Update Chapter on road maintenance along regional routes and school bus routes, and road construction projects along N6910.
- 14. 02/14/2023: N15 Proposal Update Meeting with Arizona State Representative Myron Tsosie and Delegate Vince James.
- 15. 02/23/2023: Navajo DOT/Division of Natural Resources Meeting: Navajo DOT met with Heritage & Historic Preservation Department, Fish & Wildlife Department, and General Land Development Department to receive updates on archaeological, biological and right-of-way reviews.
- 16. 02/23/2023: Virtual RAISE Grant Application Submittal Meeting
- 17. 03/01/023: Delegate Andy Nez Meeting; Road Inventory Process, Long Range Transportation Plan and Project Updates.
- 18. 03/04/2023: Eastern Agency Council Meeting (Virtual): Update Delegates & Chapters on road maintenance & construction activities.
- 19. 03/06/2023: US 64 Shiprock Bridge Meeting: Navajo DOT met with FHWA, NMDOT, and BIA to discuss the results of a bridge replacement feasibility study and NMDOT's plans to hire a consultant to prepare final design plans and environmental clearances for the bridge replacement.
- 20. 03/07/2023: N7054 Preconstruction Meeting at Pinedale Chapter: Navajo DOT conducted a preconstruction meeting with Arrow Indian Contractors, Wilson & Company, NTUA, and the Chapter to construct the N7054 road improvements.
- 21. 03/08/2023: Virtual Chinle Runway Reconstruction Meeting
- 22. 03/14/2023: NM 371/N36 Intersection Improvements: Navajo DOT attended the Preliminary Engineering, Specifications, and Estimates Meeting with NMDOT and Wilson & Company to finalize plans to construct intersection improvements.
- 23. 03/14/2023: Delegate George Tolth Meeting; Road Inventory Process, Long Range Transportation Plan and Project Updates.

- 24. 03/14/2023: Navajo/Hopi Transit Meeting; Discussion on partnership of community transit service.
- 25. 03/16/2023: N64 Phase 3 & 4 Design Meeting: Navajo DOT attended meeting with NMDOT and their consultants to discuss the Phase 3 and 4 road improvement plans, environmental clearances, and right-of-way activities.
- 26. 03/18/2023: Western Agency Council Meeting (Virtual): Update Delegates & Chapters on road maintenance & construction activities.
- 27. 03/20/2023: Dzil Yijiin Road Meeting: Navajo DOT attended meeting with Delegate Germaine Simonson and Black Mesa, Forest Lakes, Pinon, Hardrock, and Whippoorwill Chapters to discuss road maintenance and road improvements plans, and updates on the N8031 and N8066 road projects.
- 28. 03/20/2023: Coppermine Chapter Meeting. Update on Chapter Regional Routes.
- 29. 03/21/2023: Greasewood Chapter Meeting. Bridge design and other project updates.
- 30. 03/22/2023: N8084 Public Meeting: Navajo DOT and our consultants Dibble Engineering and Logan Simpson conducted a public hearing to receive community input for the N8084 road and bridge improvement project.
- 31. 03/28/2023: Navajo Nation Interagency Response to Birdsprings Chapter Flooding: Navajo DOT attended meeting with US Army Corps of Engineers, BIA, FHWA, Navajo County, Coconino County, Birdsprings Chapter, and Department of Water Resources to discuss flood response plan, debris removal under bridge, N71/N2 road repairs, and long term structural solution.
- 32. 03/28/2023: Virtual Meeting with Tribal Transportation Coordinating Committee (TTPCC).
- 33. 03/31/2023: Delegate Rickie Nez Meeting. Road Inventory Process, Long Range Transportation Plan and Project Updates.

#### Recommendations

1. A meeting with the P-Card section and the Office of the Controller on their approved policy/processes.

### Department of Highway Safety

As enacted by CAP-13-13. the Navajo Division of Transportation shall exclusively administer the Navajo Nation Transportation Program within the Navajo Nation to provide an effective and efficient transportation system, to ensure the operation and improvement of the transportation system and to provide the necessary resources to accomplish the objective herein.

Goal Statement	Program Performance Measure/Objective
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Provide Traffic Education to Elem., Middle & High Schools (Occ. Prot., Impaired Driving, Dist. Driving)	Provide education for 200 students p/qtr. @ schools throughout NN includg media outreach
Provide Traffic Education throughout the Navajo Nation (i.e., Occ., Prot., Impaired & Distracted Driving)	75 Chapter Houses & Senior Centers will be contacted for presentations to community members.
Provide child passenger safety initiatives throughout the communities of the Navajo Nation	Conduct 30 car seat clinics & safety check points w/Law Enforcement throughout the NN.
Prepare, present & report DepartmentÕs progress through reports on behalf of Highway Safety.	Submit 4 Performance/ Progress Reports p/qtr. to OPVP/Council/Chapters/Agencies.
Maintain, community & partner w/community stakesholders on Highway Safety initiatives.	Attend 4 community meetings (Chapters, Coalitions, etc.) on a quarterly basis including virtual meetings.

## Department of Airport Management – GF

As enacted by CAP-13-13. The Navajo Nation Division of Transportation shall exclusively administer the Navajo Nation Transportation programs within the Navajo Nation, to provide an effective and efficient transportation system, to ensure the operation and improvement of the transportation system and to provide the necessary resources to accomplish the objectives herein.

Goal Statement	Program Performance Measure/Objective
Maintain, & monitor all existing NN Airports to ensure they are in safe operating conditions	Perform 10 Airport/Airfield in-house maintenance inspection activities per quarter
Provide 120 acres of mowing/vegetation services of all five (5) NN airports	Complete forty/twenty (40/20) acres per quarter
Provide 40 miles of snow removal/spring maintenance cleanup efforts on all five (5) NN Airports	Complete ten (10) miles of snow/spring services per quarter for Fall/Spring
Provide 20 maintenance services to all NN Airports (drainage repair, electrical repair, emergency repair)	Complete five (5) runway repairs per quarter.
Provide four (4) strategic session/training for all field staff & admin staff.	Complete 1 required training per quarter

## Department of Roads - GF

The Navajo Nation Division of Transportation shall exclusively administer the Navajo Nation Transportation programs within the Navajo Nation to ensure and provide an effective and efficient transportation system, the operation and improvement of the transportation system and to provide the necessary resources to accomplish the objective as necessary.

Goal Statement	Program Performance Measure/Objective
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Provide Road maintenance blading & maintenance improvement services for inventoried Navajo Nation & BIA roads	Complete 30 miles of road blading & maintenance improvement services within designated NN chapter boundary p/qtr
To provide snow/ice/sand removal during monsoon & other weather related occurrences, includg emergencies p/qtr.	Complete 20 miles of road maintenance services to address weather related issues.
Adherence to all NN & Federal maintenance guidelines and regulations.	Ensure all compliance/ clearances, permits, training are updated as a whole per Fiscal Year quarter.
Complete RFP/RFQ for infrastructure svcs to procure Salt Storage Shed @ Dilkon/Pinon Yards.	Procure 164 for 1st qtr. and to excute services by 3rd qtr.
Provide Road maintenance blading & maintenance improvement services for inventoried Navajo Nation & BIA roads	Complete 30 miles of road blading & maintenance improvement services within designated NN chapter boundary p/qtr

## Department of Transportation Planning - FET

As enacted by CAP-13-13. The Navajo Nation Division of Transportation shall exclusively administer the Navajo Nation Transportation program within the Navajo Nation, to provide an effective and efficient transportation system, to ensure the operation and improvement of the transportation system and to provide the necessary resources to accomplish the objectives herein.

Goal Statement	Program Performance Measure/Objective
Complete 20 outreach activities on transportation related topic	Provide transportation related outreach FET activities to local governments/agencies.
Update the Navajo Transportation Partnership (FET) on qtrly basis.	Compile & issue 20 reports to Navajo Transportation stakeholders on FET projects.
By end of year provide 32 transportation related guidance to local communities	Provide 32 transportation related FET technical assistance/guidance support with chapters and communities.
By year end all property inventory of capital asset and equipment will be updated.	Conduct physical property inventory for Division by departments per quarter.
Provide a quarterly financial status reports to OP/VP, RDC & OMB on FET.	Administer and monitor the FET funded programs

## Department of Roads – FET

As enacted by CAP-13-13. The Navajo Nation Division of Transportation shall exclusively administer the Navajo Nation Transportation programs within the Navajo Nation to provide an effective and efficient transportation system, to ensure the operation and improvement of the transportation system and to provide the necessary resources to accomplish the objective herein.

Goal Statement	Program Performance Measure/Objective
Provide road maintenance services and activities for inventoried NN roads.	Complete 400 miles of road blading per quarter
To repair washout, low water crossing, bypasses, culvert installation, etc.	Complete 6 repair & maintenance services per quarter as needed.
To provide snow/ ice/mud removal, during weather related clearance including emergencies.	Complete 135 miles of road maintenance services p/qtr to address weather related issues.
To repair four (4) Road Maintenance special projects.	Complete four (4) projects throughout the year.
To apply stabilizer and/or other forms of treatment for earth or graveled roads.	Complete three (4) restabilization project per year.

## Department of Project Management - FET

As enacted by CAP-13-13 the Navajo Nation Division of Transportation shall exclusively administer the Navajo Nation Transportation programs within the Navajo Nation, to provide an effective and efficient transportation system, to ensure the operation and improvement of the transportation system and to provide the necessary resources to accomplish the objective herein.

Goal Statement	Program Performance Measure/Objective
Provide & record 5 archaeological/environmental activities based on monthly reporting p/qtr.	Provide direct service focused Archaeological/environmental svcs for all NN rd maintenance, bettermt & constructn project
Provide 5 consultant/survey activities per quarter.	Provide consultant/survey services for all NN road maintenance, betterment and construction projects.
Attend partnership meeting at all level of Government & non-government agencies	Affirm communication partnerships w/agencies on behalf of Dept. of Project mgmt.
Attend 2 public outreach FET Project meetings per quarter.	Schedule & conduct public outreach to communities on FET projects
Provide & record 5 archaeological/environmental activities based on monthly reporting p/qtr.	Provide direct service focused Archaeological/environmental svcs for all NN rd maintenance, bettermt & constructn project

## Department of Airport Management - FET

As enacted by CAP-13-13. The Navajo Nation Division of Transportation shall exclusively administer the Navajo Nation Transportation programs within the Navajo Nation, to provide an effective and efficient transportation system, to ensure the operation and improvement of the transportation system and to provide the necessary resources to accomplish the objectives herein.

Goal Statement	Program Performance Measure/Objective
Maintain & monitor all existing NN Airports to ensure they are in safe operating condition	Perform 10 Airport/Airfield in-house Maint. Inspection activities per quarter
Provide 120 acres of mowing/vegetation services of all five (5) NN airports.	Complete forty/twenty (40/20) acres per quarter.
Provide 40 miles of snow removal/spring maintenance cleanup efforts on all (5) NN Airports.	Complete (10) miles of snow/spring services per quarter.
Provide 20 maintenance svcs to all NN Airports (Drainage repair, electrical repair, emergency repairs).	Complete five (5) runway repairs per quarter.
Provide (4) Strategic Session/Training for all field staff & Admin staff.	Complete 1 required training per quarter.

## Navajo Transit System

Goal Statement	Program Performance Measure/Objective